

TWENTY-FOURTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2002-03

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
James P. Pitz
F. Thomas Lewand
Sherry L. McMillan**

John F. Lopez, State Personnel Director

**STATISTICAL HIGHLIGHTS
FY 2002-03**

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

| | |
|--|----------|
| Average Age | 43.8 |
| Average Annual Salary | \$44,395 |
| Average Annual Fringe Benefit Cost | \$21,576 |
| Average Sick Leave Days Used | 10.9 |
| Average Annual Leave Days Used | 19.0 |
| Average Years of Service | 12.4 |

WORK FORCE CHARACTERISTICS

| | |
|---|--------|
| Females | 50.6% |
| Males | 49.4% |
| Eligible for Longevity | 69.2% |
| Less than Six Years of Service | 31.0% |
| Six to Ten Years of Service | 17.4% |
| Over Ten Years of Service | 51.6% |
| Exclusively Represented for Collective Bargaining | 72.7% |
| Turnover Separations without Expired Appointments | 16.1%* |
| Turnover Separations with Expired Appointments | 18.5%* |

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

| | |
|-----------------------|-------|
| American Indian | 1.2% |
| Asian | 1.1% |
| Black | 17.7% |
| Hispanic | 2.7% |
| White | 76.8% |
| Not Disclosed | 0.5% |

*Includes Early Retirements

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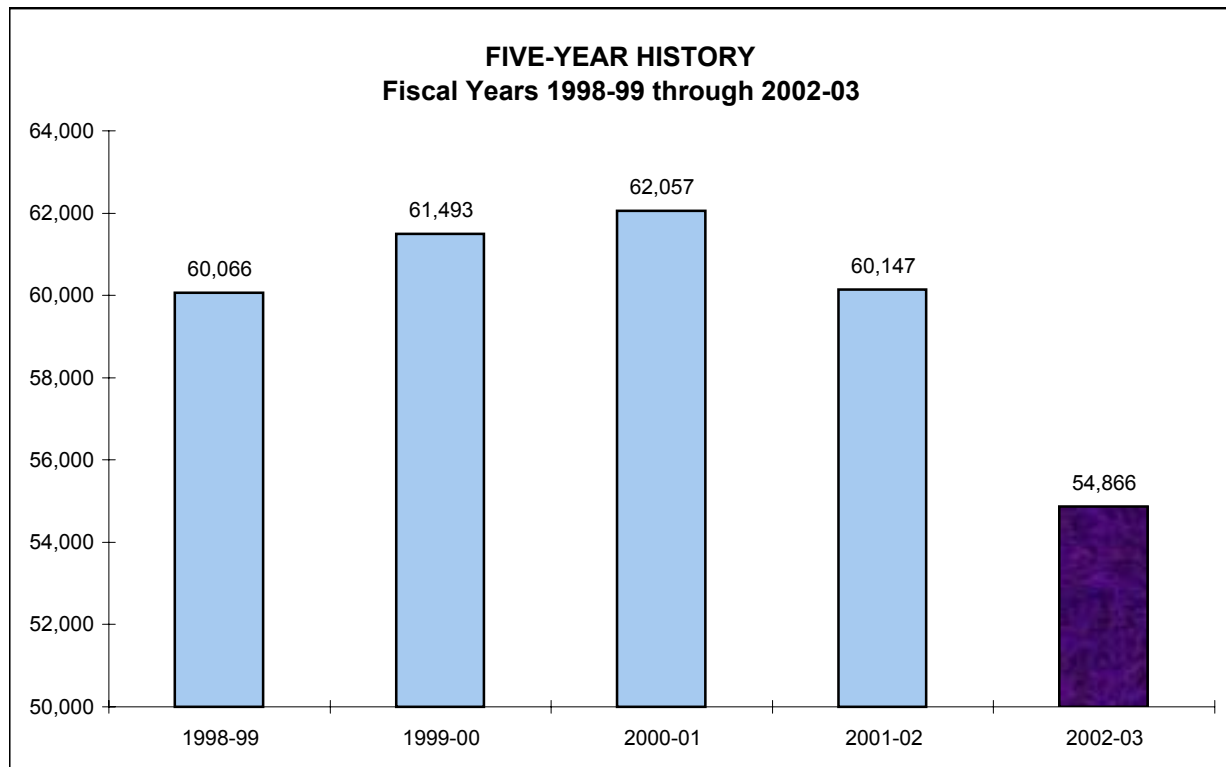
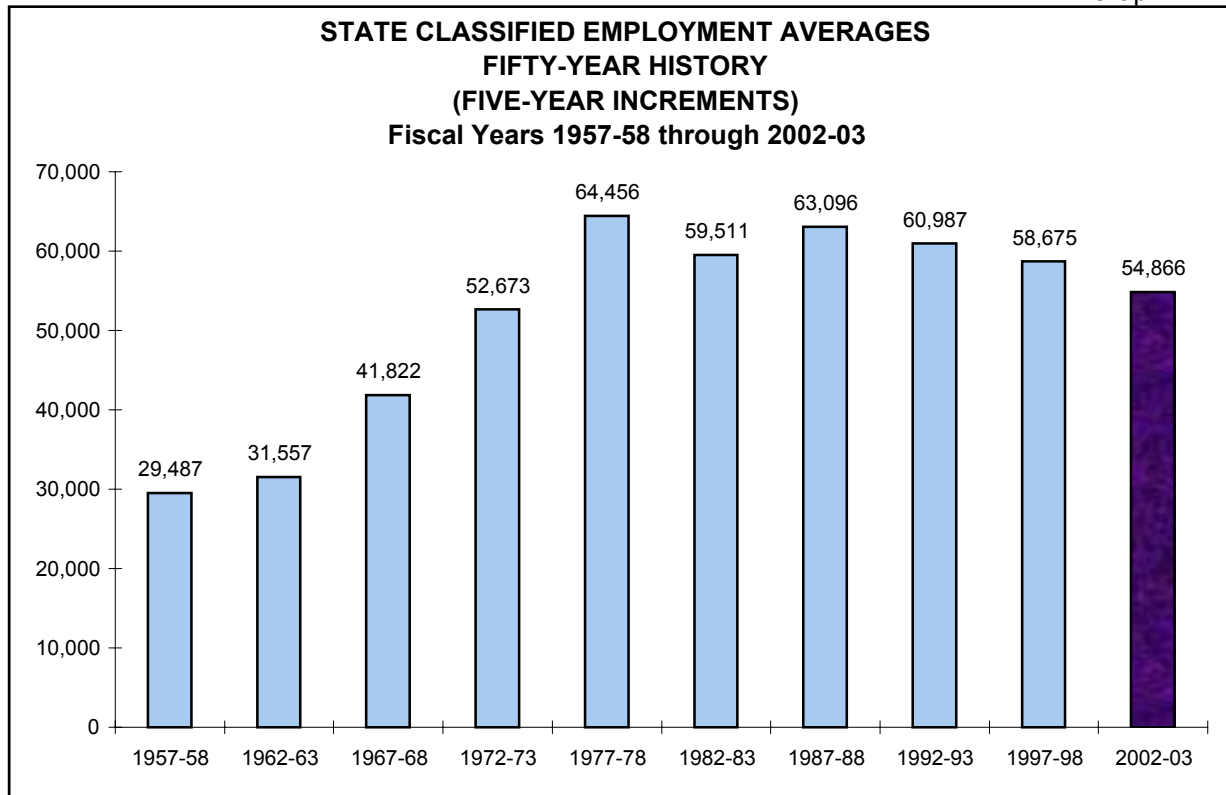
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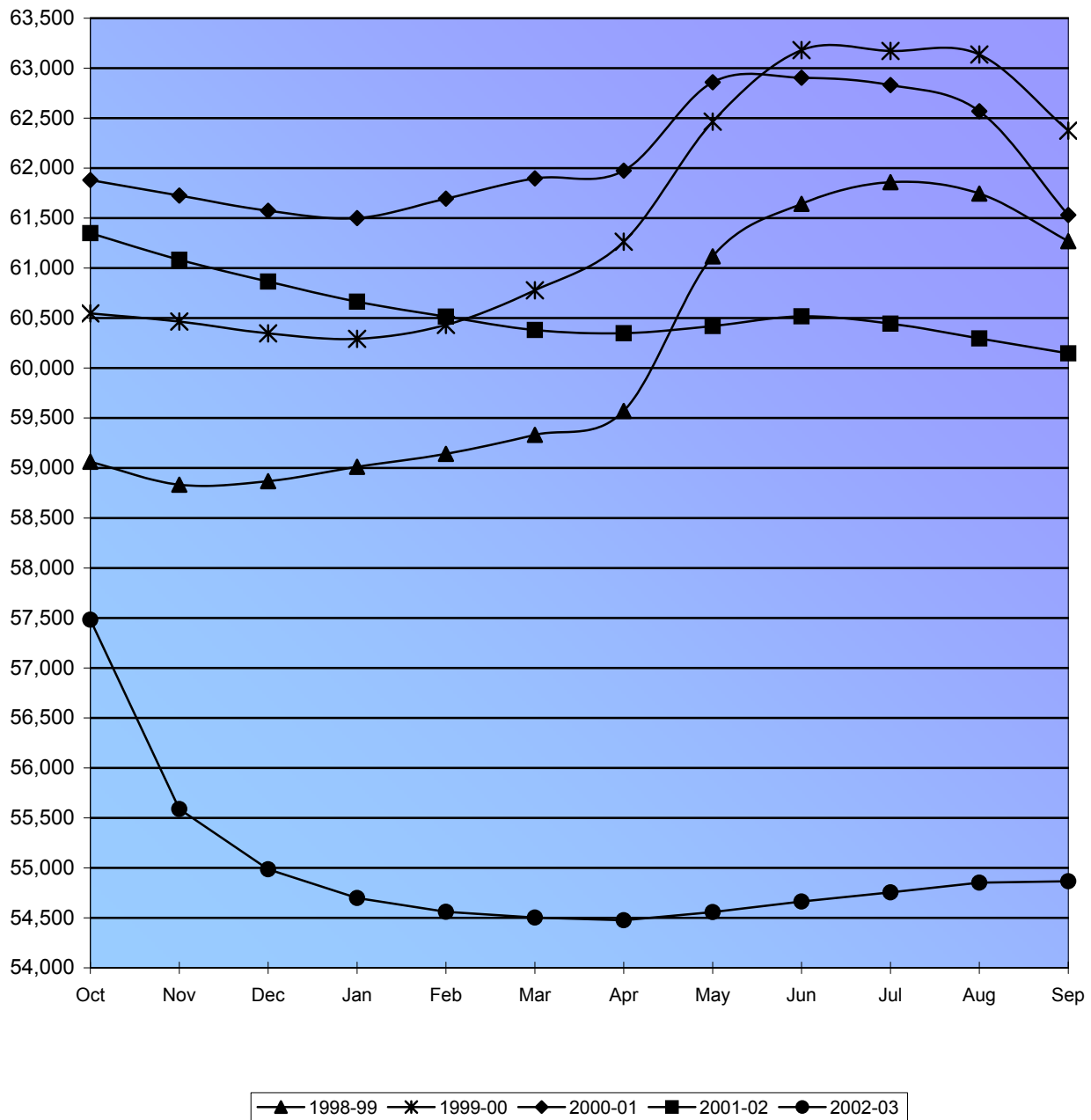
TRENDS IN THE STATE CLASSIFIED WORKFORCE



Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year.

STATE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 1998-99 through 2002-03



Source: MAIN, MIDB Civil Service HWF03, for the last full pay period each month.

Comment: Nearly 3,000 employees retired during fiscal year 2001-02 and approximately 5,000 additional employees retired during fiscal year 2002-03 under an early retirement program offered with a window period of July 1, 2002 through November 1, 2002. Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL
PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

| HRS DEPARTMENT/AGENCY | | EMPLOYEE STATUS CODE DESCRIPTION | | | | | | SUB-TOTAL EMPLOYEE | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---------------------------------|-------|----------------------------------|-------------|---------------------------|-----------------|-------------|---------------|-----------------------|-------------------------|--------------------|
| | | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | | | |
| AGRICULTURE CENTRAL OFFICE | 79/01 | 494.0 | 9.0 | 10.0 | 88.0 | 16.0 | 76.0 | 693.0 | 0.5 | 692.5 |
| AGRICULTURE TOTAL | | 494.0 | 9.0 | 10.0 | 88.0 | 16.0 | 76.0 | 693.0 | 0.5 | 692.5 |
| ATY GNRL CENTRAL OFFICE | 11/01 | 410.0 | 15.0 | 0.0 | 48.0 | 0.0 | 0.0 | 473.0 | 0.0 | 473.0 |
| ATTORNEY GENERAL TOTAL | | 410.0 | 15.0 | 0.0 | 48.0 | 0.0 | 0.0 | 473.0 | 0.0 | 473.0 |
| LEGISLATIVE AUDITOR GENERAL | 03/01 | 111.0 | 0.0 | 17.0 | 17.0 | 0.0 | 6.0 | 151.0 | 0.0 | 151.0 |
| AUDITOR GENERAL TOTAL | | 111.0 | 0.0 | 17.0 | 17.0 | 0.0 | 6.0 | 151.0 | 0.0 | 151.0 |
| MDCD EMPLOYMENT SERVICE AGENCY | 80/02 | 213.0 | 0.0 | 0.0 | 31.0 | 0.0 | 6.0 | 250.0 | 0.0 | 250.0 |
| MI DEPT. OF CAREER DEV. | 80/01 | 587.0 | 5.0 | 3.0 | 17.0 | 32.0 | 7.0 | 651.0 | 2.0 | 649.0 |
| CAREER DEVELOPMENT TOTAL | | 800.0 | 5.0 | 3.0 | 48.0 | 32.0 | 13.0 | 901.0 | 2.0 | 899.0 |
| CIV RGHT CENTRAL OFFICE | 15/01 | 121.0 | 0.0 | 1.0 | 6.0 | 0.0 | 1.0 | 129.0 | 0.0 | 129.0 |
| CIVIL RIGHTS TOTAL | | 121.0 | 0.0 | 1.0 | 6.0 | 0.0 | 1.0 | 129.0 | 0.0 | 129.0 |
| CIV SERV CENTRAL OFFICE | 19/01 | 169.0 | 2.0 | 0.0 | 6.0 | 0.0 | 6.0 | 183.0 | 1.0 | 182.0 |
| CIVIL SERVICE TOTAL | | 169.0 | 2.0 | 0.0 | 6.0 | 0.0 | 6.0 | 183.0 | 1.0 | 182.0 |
| DCH - MT. PLEASANT CENTER | 39/12 | 356.0 | 0.0 | 18.0 | 139.0 | 0.0 | 0.0 | 513.0 | 0.0 | 513.0 |
| DCH - SOUTHGATE CENTER | 39/28 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 3.0 | 0.0 | 3.0 |
| DCH-CARO CENTER | 39/02 | 397.0 | 2.0 | 0.0 | 50.0 | 0.0 | 0.0 | 449.0 | 0.0 | 449.0 |
| DCH-CLINTON VALLEY CTR-PONTIAC | 39/15 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 5.0 | 0.0 | 5.0 |
| DCH-COM HEALTH CENTRAL OFFICE | 39/01 | 1,108.0 | 6.0 | 8.0 | 29.0 | 0.0 | 68.0 | 1,219.0 | 1.5 | 1,217.5 |
| DCH-CTR FORENSIC PSYCHIATRY | 39/20 | 490.0 | 0.0 | 0.0 | 16.0 | 0.0 | 0.0 | 506.0 | 0.0 | 506.0 |
| DCH-HAWTHORN CENTER NORTHVILLE | 39/06 | 199.0 | 3.0 | 1.0 | 15.0 | 0.0 | 0.0 | 218.0 | 0.0 | 218.0 |
| DCH-HURON VALLEY CTR-ANN ARBOR | 39/04 | 658.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 663.0 | 0.0 | 663.0 |
| DCH-KALAMAZOO PSYCHIATRIC HOSP | 39/09 | 356.0 | 9.0 | 0.0 | 25.0 | 0.0 | 1.0 | 391.0 | 0.0 | 391.0 |
| DCH-NORTHVILLE PSYCH HOSPITAL | 39/14 | 2.0 | 0.0 | 0.0 | 23.0 | 0.0 | 0.0 | 25.0 | 0.0 | 25.0 |
| DCH-OFFICE OF SERVICES TO TH | 39/70 | 26.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 27.0 | 0.0 | 27.0 |
| DCH-WALTER P. REUTHER PSY HOSP | 39/45 | 427.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 427.0 | 0.0 | 427.0 |
| COMMUNITY HEALTH TOTAL | | 4,019.0 | 25.0 | 28.0 | 305.0 | 0.0 | 69.0 | 4,446.0 | 1.5 | 4,444.5 |

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

| HRS DEPARTMENT/AGENCY | | EMPLOYEE STATUS CODE DESCRIPTION | | | | | | SUB-TOTAL EMPLOYEE | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---|-------|----------------------------------|-------------|---------------------------|-----------------|------------|---------------|-----------------------|-------------------------|--------------------|
| | | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | | | |
| CIS - CENTRAL OFFICE | 63/01 | 2,708.0 | 33.0 | 138.0 | 35.0 | 1.0 | 82.0 | 2,997.0 | 4.0 | 2,993.0 |
| MES BOARD OF REVIEW | 63/15 | 14.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 15.0 | 0.0 | 15.0 |
| MSHDA | 63/05 | 189.0 | 10.0 | 7.0 | 4.0 | 0.0 | 12.0 | 222.0 | 3.0 | 219.0 |
| CONSUMER & INDUSTRY SERVICES TOTAL | | 2,911.0 | 43.0 | 145.0 | 40.0 | 1.0 | 94.0 | 3,234.0 | 7.0 | 3,227.0 |
| | | | | | | | | | | |
| DOC-ADRIAN/GUS HARRISON FAC | 47/29 | 557.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 558.0 | 0.0 | 558.0 |
| DOC-ALGER MAX SECURITY CORRECT | 47/35 | 364.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 365.0 | 0.0 | 365.0 |
| DOC-BARAGA FACILITY | 47/40 | 431.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 434.0 | 0.0 | 434.0 |
| DOC-BELLAMY CREEK FACILITY | 47/48 | 504.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 506.0 | 0.0 | 506.0 |
| DOC-BROOKS FACTY/MUSKEGON TEMP | 47/30 | 521.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 522.0 | 0.0 | 522.0 |
| DOC-CARSON CITY FAC/CARSON CIT | 47/31 | 556.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 558.0 | 0.5 | 557.5 |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM | 47/32 | 595.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 596.0 | 0.0 | 596.0 |
| DOC-COOPER STREET FACILITY | 47/52 | 282.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 282.0 | 0.0 | 282.0 |
| DOC-CORRECTN CENTRAL OFFICE | 47/02 | 507.0 | 0.0 | 0.0 | 25.0 | 0.0 | 30.0 | 562.0 | 0.0 | 562.0 |
| DOC-COTTON FACILITY | 47/20 | 441.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 443.0 | 0.0 | 443.0 |
| DOC-CRANE FACILITY | 47/16 | 376.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 376.0 | 0.0 | 376.0 |
| DOC-EGELER FACILITY | 47/27 | 753.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 755.0 | 0.0 | 755.0 |
| DOC-FIELD OPERATION REGION III | 47/63 | 588.0 | 15.0 | 0.0 | 3.0 | 0.0 | 0.0 | 606.0 | 0.0 | 606.0 |
| DOC-FIELD OPERATIONS REGION I | 47/61 | 552.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 554.0 | 0.0 | 554.0 |
| DOC-FIELD OPERATIONS REGION II | 47/62 | 753.0 | 2.0 | 5.0 | 2.0 | 0.0 | 0.0 | 762.0 | 0.0 | 762.0 |
| DOC-HANDLON MI TRAINING UNT | 47/05 | 296.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 299.0 | 0.0 | 299.0 |
| DOC-HURON VALLEY MENS FACILITY | 47/15 | 291.0 | 4.0 | 0.0 | 1.0 | 0.0 | 0.0 | 296.0 | 0.0 | 296.0 |
| DOC-IONIA MAXIMUM FACILITY | 47/24 | 357.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 359.0 | 0.0 | 359.0 |
| DOC-IONIA TEMP FACILITY | 47/19 | 208.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 209.0 | 0.0 | 209.0 |
| DOC-JACKSON CENTRAL REGION | 47/50 | 98.0 | 0.0 | 0.0 | 8.0 | 0.0 | 0.0 | 106.0 | 0.0 | 106.0 |
| DOC-KINROSS/HIAWATHA FACILITY | 47/12 | 572.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 573.0 | 0.5 | 572.5 |
| DOC-LAKELAND MEN'S FACILITY | 47/18 | 288.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 288.0 | 0.0 | 288.0 |
| DOC-MACOMB FACILITY | 47/41 | 337.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 339.0 | 0.5 | 338.5 |
| DOC-MARQUETTE BRANCH PRISON | 47/06 | 423.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 425.0 | 0.0 | 425.0 |
| DOC-MICHIGAN STATE INDUSTRIES | 47/09 | 206.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 209.0 | 0.0 | 209.0 |
| DOC-MID MICHIGAN FACILITY | 47/33 | 617.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 618.0 | 0.0 | 618.0 |
| DOC-MOUND FACILITY | 47/37 | 313.0 | 1.0 | 0.0 | 3.0 | 0.0 | 0.0 | 317.0 | 0.0 | 317.0 |
| DOC-MUSKEGON FACILITY | 47/04 | 283.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 285.0 | 0.0 | 285.0 |
| DOC-NEWBERRY FACILITY | 47/43 | 360.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 362.0 | 0.0 | 362.0 |
| DOC-OAKS FACILITY | 47/39 | 368.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 370.0 | 0.0 | 370.0 |

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

| HRS DEPARTMENT/AGENCY | | EMPLOYEE STATUS CODE DESCRIPTION | | | | | | SUB-TOTAL EMPLOYEE | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|------------------------------------|-------|----------------------------------|-------------|---------------------------|-----------------|-------------|---------------|-----------------------|-------------------------|--------------------|
| | | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | | | |
| DOC-OJIBWAY FACILITY | 47/46 | 294.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 296.0 | 0.0 | 296.0 |
| DOC-PARNALL FACILITY | 47/51 | 284.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 285.0 | 0.5 | 284.5 |
| DOC-PINE RIVER FACILITY | 47/44 | 235.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 236.0 | 0.0 | 236.0 |
| DOC-PUGSLEY FACILITY | 47/45 | 222.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 224.0 | 0.0 | 224.0 |
| DOC-RIVERSIDE FACILITY | 47/11 | 455.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 456.0 | 0.0 | 456.0 |
| DOC-RYAN FACILITY | 47/38 | 318.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 319.0 | 0.0 | 319.0 |
| DOC-SAGINAW FACILITY | 47/42 | 381.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 384.0 | 0.0 | 384.0 |
| DOC-SCOTT FACILITY | 47/21 | 414.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 416.0 | 0.0 | 416.0 |
| DOC-SOUTHERN MICHIGAN FACILITY | 47/53 | 429.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 430.0 | 0.0 | 430.0 |
| DOC-STANDISH MAXIMUM FACILITY | 47/34 | 419.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 421.0 | 0.0 | 421.0 |
| DOC-THUMB FACILITY | 47/25 | 373.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 375.0 | 0.0 | 375.0 |
| DOC-WESTERN WAYNE FACILITY | 47/17 | 274.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 275.0 | 0.0 | 275.0 |
| CORRECTIONS TOTAL | | 16,895.0 | 32.0 | 7.0 | 83.0 | 0.0 | 34.0 | 17,051.0 | 2.0 | 17,049.0 |
| EDUCATION | 31/03 | 205.0 | 13.0 | 6.0 | 25.0 | 52.0 | 2.0 | 303.0 | 3.0 | 300.0 |
| EDUCATION TOTAL | | 205.0 | 13.0 | 6.0 | 25.0 | 52.0 | 2.0 | 303.0 | 3.0 | 300.0 |
| DEPARTMENT OF ENVIRONMENTAL QU | 76/01 | 1,282.0 | 7.0 | 26.0 | 41.0 | 0.0 | 45.0 | 1,401.0 | 4.0 | 1,397.0 |
| ENVIRONMENTAL QUALITY TOTAL | | 1,282.0 | 7.0 | 26.0 | 41.0 | 0.0 | 45.0 | 1,401.0 | 4.0 | 1,397.0 |
| OFFICE OF THE GOVERNOR | 01/01 | 0.0 | 0.0 | 0.0 | 56.0 | 0.0 | 0.0 | 56.0 | 0.0 | 56.0 |
| EXECUTIVE OFFICE TOTAL | | 0.0 | 0.0 | 0.0 | 56.0 | 0.0 | 0.0 | 56.0 | 0.0 | 56.0 |
| FIA - INSTITUTIONS | 43/07 | 280.0 | 1.0 | 26.0 | 18.0 | 0.0 | 0.0 | 325.0 | 0.0 | 325.0 |
| FIA-BERRIEN COUNTY | 43/22 | 165.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 170.0 | 0.0 | 170.0 |
| FIA-CALHOUN COUNTY | 43/23 | 141.0 | 0.0 | 0.0 | 7.0 | 0.0 | 0.0 | 148.0 | 0.0 | 148.0 |
| FIA-COUNTIES | 43/08 | 2,190.0 | 0.0 | 1.0 | 86.0 | 31.0 | 0.0 | 2,308.0 | 2.0 | 2,306.0 |
| FIA-FMLY IND CENTRAL OFFICE | 43/01 | 1,623.0 | 10.0 | 18.0 | 83.0 | 0.0 | 8.0 | 1,742.0 | 6.5 | 1,735.5 |
| FIA-GENESEE COUNTY | 43/02 | 528.0 | 0.0 | 0.0 | 14.0 | 0.0 | 0.0 | 542.0 | 0.0 | 542.0 |
| FIA-INGHAM COUNTY | 43/12 | 239.0 | 0.0 | 0.0 | 11.0 | 1.0 | 0.0 | 251.0 | 0.0 | 251.0 |
| FIA-JACKSON COUNTY | 43/15 | 122.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 125.0 | 0.0 | 125.0 |
| FIA-KALAMAZOO COUNTY | 43/14 | 194.0 | 0.0 | 0.0 | 6.0 | 0.0 | 0.0 | 200.0 | 0.0 | 200.0 |
| FIA-KENT COUNTY | 43/03 | 362.0 | 0.0 | 0.0 | 20.0 | 8.0 | 0.0 | 390.0 | 0.5 | 389.5 |
| FIA-MACOMB COUNTY | 43/04 | 318.0 | 0.0 | 0.0 | 22.0 | 0.0 | 0.0 | 340.0 | 0.5 | 339.5 |
| FIA-MAXEY TRAINING SCHOOL | 43/11 | 289.0 | 0.0 | 6.0 | 35.0 | 0.0 | 0.0 | 330.0 | 0.0 | 330.0 |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

| HRS DEPARTMENT/AGENCY | | EMPLOYEE STATUS CODE DESCRIPTION | | | | | | SUB-TOTAL EMPLOYEE | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---|-------|----------------------------------|-------------|---------------------------|-----------------|--------------|---------------|-----------------------|-------------------------|--------------------|
| | | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | | | |
| FIA-MUSKEGON COUNTY | 43/24 | 180.0 | 1.0 | 0.0 | 4.0 | 0.0 | 0.0 | 185.0 | 0.0 | 185.0 |
| FIA-OAKLAND COUNTY | 43/05 | 421.0 | 0.0 | 0.0 | 16.0 | 0.0 | 0.0 | 437.0 | 0.5 | 436.5 |
| FIA-SAGINAW COUNTY | 43/13 | 237.0 | 0.0 | 0.0 | 7.0 | 0.0 | 0.0 | 244.0 | 0.0 | 244.0 |
| FIA-WASHTENAW | 43/25 | 130.0 | 0.0 | 0.0 | 6.0 | 0.0 | 0.0 | 136.0 | 0.0 | 136.0 |
| FIA-WAYNE COUNTY DSS | 43/06 | 126.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 139.0 | 0.0 | 139.0 |
| FIA-WAYNE COUNTY O.C.Y.S. | 43/20 | 702.0 | 0.0 | 0.0 | 19.0 | 0.0 | 0.0 | 721.0 | 0.0 | 721.0 |
| FIA-WAYNE COUNTY ZONE 3 | 43/18 | 491.0 | 0.0 | 0.0 | 10.0 | 0.0 | 0.0 | 501.0 | 0.0 | 501.0 |
| FIA-WAYNE COUNTY ZONE 4 | 43/19 | 581.0 | 0.0 | 0.0 | 11.0 | 0.0 | 0.0 | 592.0 | 0.0 | 592.0 |
| FIA-WAYNE COUNTY ZONE L | 43/16 | 416.0 | 0.0 | 0.0 | 15.0 | 0.0 | 0.0 | 431.0 | 0.0 | 431.0 |
| FAMILY INDEPENDENCE AGENCY TOTAL | | 9,735.0 | 12.0 | 51.0 | 406.0 | 45.0 | 8.0 | 10,257.0 | 10.0 | 10,247.0 |
| HISTORY ARTS AND LIBRARIES | 25/01 | 183.0 | 2.0 | 4.0 | 3.0 | 17.0 | 81.0 | 290.0 | 2.0 | 288.0 |
| HISTORY ARTS AND LIBRARIES TOTAL | | 183.0 | 2.0 | 4.0 | 3.0 | 17.0 | 81.0 | 290.0 | 2.0 | 288.0 |
| DEPT OF INFORMATION TECHNOLOGY | 08/01 | 1,600.0 | 4.0 | 5.0 | 47.0 | 0.0 | 69.0 | 1,725.0 | 0.0 | 1,725.0 |
| INFORMATION TECHNOLOGY TOTAL | | 1,600.0 | 4.0 | 5.0 | 47.0 | 0.0 | 69.0 | 1,725.0 | 0.0 | 1,725.0 |
| MGMT BUD CENTRAL OFFICE | 07/01 | 905.0 | 23.0 | 3.0 | 38.0 | 0.0 | 37.0 | 1,006.0 | 4.5 | 1,001.5 |
| STRATEGIC FUND | 07/40 | 200.0 | 3.0 | 13.0 | 11.0 | 0.0 | 56.0 | 283.0 | 1.0 | 282.0 |
| MANAGEMENT & BUDGET TOTAL | | 1,105.0 | 26.0 | 16.0 | 49.0 | 0.0 | 93.0 | 1,289.0 | 5.5 | 1,283.5 |
| D.J. JACOBETTI HOME FOR VETERA | 51/03 | 147.0 | 5.0 | 5.0 | 0.0 | 0.0 | 0.0 | 157.0 | 1.0 | 156.0 |
| GRAND RAPIDS HOME FOR VETERANS | 51/02 | 474.0 | 2.0 | 11.0 | 7.0 | 3.0 | 0.0 | 497.0 | 0.0 | 497.0 |
| MIL AFFR CENTRAL OFFICE | 51/01 | 232.0 | 1.0 | 12.0 | 14.0 | 14.0 | 25.0 | 298.0 | 0.0 | 298.0 |
| MILITARY AFFAIRS TOTAL | | 853.0 | 8.0 | 28.0 | 21.0 | 17.0 | 25.0 | 952.0 | 1.0 | 951.0 |
| DEPARTMENT OF NATURAL RESOURCE | 75/01 | 1,336.0 | 9.0 | 60.0 | 17.0 | 309.0 | 858.0 | 2,589.0 | 1.5 | 2,587.5 |
| DEPT OF NATURAL RESOURCES-EXEC | 75/04 | 1.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 3.0 | 0.0 | 3.0 |
| NATURAL RESOURCES TOTAL | | 1,337.0 | 9.0 | 60.0 | 19.0 | 309.0 | 858.0 | 2,592.0 | 1.5 | 2,590.5 |
| DEPARTMENT OF STATE | 23/01 | 1,236.0 | 0.0 | 420.0 | 18.0 | 0.0 | 177.0 | 1,851.0 | 0.5 | 1,850.5 |
| STATE TOTAL | | 1,236.0 | 0.0 | 420.0 | 18.0 | 0.0 | 177.0 | 1,851.0 | 0.5 | 1,850.5 |
| STATE POLICE | 55/01 | 2,621.0 | 41.0 | 5.0 | 15.0 | 0.0 | 7.0 | 2,689.0 | 1.5 | 2,687.5 |

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

| HRS DEPARTMENT/AGENCY | | EMPLOYEE STATUS CODE DESCRIPTION | | | | | | SUB-TOTAL EMPLOYEE | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------|-------|----------------------------------|--------------|---------------------------|-----------------|--------------|----------------|-----------------------|-------------------------|--------------------|
| | | FULL TIME | PART TIME | PERMANENT INTERMITTENT | LIMITED TERM | SEASONAL | NON CAREER | | | |
| STATE POLICE TOTAL | | 2,621.0 | 41.0 | 5.0 | 15.0 | 0.0 | 7.0 | 2,689.0 | 1.5 | 2,687.5 |
| BRIDGE AUTHORITIES-INTERNATION | 59/03 | 29.0 | 0.0 | 4.0 | 0.0 | 0.0 | 11.0 | 44.0 | 0.0 | 44.0 |
| BRIDGE AUTHORITIES-MACKINAC | 59/02 | 51.0 | 0.0 | 16.0 | 5.0 | 13.0 | 9.0 | 94.0 | 0.0 | 94.0 |
| TRANSPORTATION CENTRAL OFFICE | 59/01 | 2,458.0 | 32.0 | 18.0 | 76.0 | 28.0 | 149.0 | 2,761.0 | 10.5 | 2,750.5 |
| TRANSPORTATION TOTAL | | 2,538.0 | 32.0 | 38.0 | 81.0 | 41.0 | 169.0 | 2,899.0 | 10.5 | 2,888.5 |
| BUREAU OF STATE LOTTERY | 27/95 | 151.0 | 0.0 | 0.0 | 1.0 | 0.0 | 6.0 | 158.0 | 0.0 | 158.0 |
| GAMING CONTROL | 27/07 | 79.0 | 2.0 | 0.0 | 6.0 | 0.0 | 4.0 | 91.0 | 1.0 | 90.0 |
| TREASURY CENTRAL PAYROLL | 27/01 | 1,164.0 | 6.0 | 13.0 | 23.0 | 0.0 | 21.0 | 1,227.0 | 2.5 | 1,224.5 |
| TREASURY TOTAL | | 1,394.0 | 8.0 | 13.0 | 30.0 | 0.0 | 31.0 | 1,476.0 | 3.5 | 1,472.5 |
| STATEWIDE TOTAL: | | 50,019.0 | 293.0 | 883.0 | 1,452.0 | 530.0 | 1,864.0 | 55,041.0 | 57.0 | 54,984.0 |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Full-Time Equated Employee Position Report

Table 1-2

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

| DEPARTMENT | | FY 2002-03 Appropriated FTE Positions (A) | FY 2002-03 Average FTE Positions (B) | FY 2001-02 Average FTE Positions (C) | FY 2001-02 and FY 2002-03 Difference (B - C) | FY 2002-03 Avg and Appropriated Difference (B - A) |
|------------------------------|----------|--|---|---|---|---|
| AGRICULTURE | Regular | 629.5 | 569.0 | 624.2 | -55.2 | -60.5 |
| | Overtime | 0.0 | 2.8 | 3.0 | -0.3 | 2.8 |
| | Total | 629.5 | 571.7 | 627.2 | -55.5 | -57.8 |
| ATTORNEY GENERAL | Regular | 586.5 | 463.6 | 527.9 | -64.3 | -122.9 |
| | Overtime | 0.0 | 0.4 | 0.6 | -0.2 | 0.4 |
| | Total | 586.5 | 464.0 | 528.5 | -64.5 | -122.5 |
| AUDITOR GENERAL | Regular | 0.0 | 150.1 | 165.7 | -15.7 | 150.1 |
| | Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Total | 0.0 | 150.1 | 165.7 | -15.7 | 150.1 |
| CAREER DEVELOPMENT | Regular | 1,089.0 | 899.9 | 1,067.9 | -168.0 | -189.1 |
| | Overtime | 0.0 | 1.4 | 2.2 | -0.8 | 1.4 |
| | Total | 1,089.0 | 901.3 | 1,070.2 | -168.9 | -187.7 |
| CIVIL RIGHTS | Regular | 158.5 | 133.7 | 161.2 | -27.6 | -24.8 |
| | Overtime | 0.0 | 0.8 | 0.2 | 0.7 | 0.8 |
| | Total | 158.5 | 134.5 | 161.4 | -26.9 | -24.0 |
| CIVIL SERVICE | Regular | 201.5 | 170.8 | 194.4 | -23.6 | -30.7 |
| | Overtime | 0.0 | 0.1 | 0.3 | -0.2 | 0.1 |
| | Total | 201.5 | 170.9 | 194.7 | -23.8 | -30.6 |
| COMMUNITY HEALTH | Regular | 5,666.3 | 4,415.3 | 5,317.2 | -901.9 | -1,251.0 |
| | Overtime | 0.0 | 194.2 | 203.6 | -9.4 | 194.2 |
| | Total | 5,666.3 | 4,609.5 | 5,520.8 | -911.3 | -1,056.9 |
| CONSUMER & INDUSTRY SERVICES | Regular | 3,948.9 | 3,119.8 | 3,667.6 | -547.8 | -829.1 |
| | Overtime | 0.0 | 82.4 | 44.2 | 38.3 | 82.4 |
| | Total | 3,948.9 | 3,202.2 | 3,711.7 | -509.5 | -746.7 |
| CORRECTIONS | Regular | 18,827.9 | 17,308.4 | 17,919.2 | -610.8 | -1,519.5 |
| | Overtime | 0.0 | 754.6 | 826.5 | -72.0 | 754.6 |
| | Total | 18,827.9 | 18,063.0 | 18,745.7 | -682.8 | -764.9 |

Full-Time Equated Employee Position Report

Table 1-2

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

| DEPARTMENT | | FY 2002-03 Appropriated FTE Positions (A) | FY 2002-03 Average FTE Positions (B) | FY 2001-02 Average FTE Positions (C) | FY 2001-02 and FY 2002-03 Difference (B - C) | FY 2002-03 Avg and Appropriated Difference (B - A) |
|----------------------------|----------|--|---|---|---|---|
| EDUCATION | Regular | 436.1 | 284.7 | 381.1 | -96.4 | -151.4 |
| | Overtime | 0.0 | 1.8 | 2.2 | -0.4 | 1.8 |
| | Total | 436.1 | 286.5 | 383.3 | -96.8 | -149.6 |
| ENVIRONMENTAL QUALITY | Regular | 1,590.7 | 1,340.6 | 1,540.5 | -200.0 | -250.2 |
| | Overtime | 0.0 | 1.6 | 2.2 | -0.6 | 1.6 |
| | Total | 1,590.7 | 1,342.2 | 1,542.7 | -200.5 | -248.6 |
| EXECUTIVE OFFICE | Regular | 74.2 | 48.7 | 56.9 | -8.2 | -25.5 |
| | Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Total | 74.2 | 48.7 | 56.9 | -8.2 | -25.5 |
| FAMILY INDEPENDENCE AGENCY | Regular | 12,495.1 | 10,230.1 | 12,477.7 | -2,247.5 | -2,265.0 |
| | Overtime | 0.0 | 184.4 | 182.0 | 2.4 | 184.4 |
| | Total | 12,495.1 | 10,414.5 | 12,659.7 | -2,245.2 | -2,080.6 |
| HISTORY ARTS AND LIBRARIES | Regular | 241.5 | 234.7 | 247.8 | -13.1 | -6.8 |
| | Overtime | 0.0 | 0.3 | 0.5 | -0.3 | 0.3 |
| | Total | 241.5 | 235.0 | 248.4 | -13.4 | -6.5 |
| INFORMATION TECHNOLOGY | Regular | 1,765.4 | 1,690.9 | 0.0 | 1,690.9 | -74.5 |
| | Overtime | 0.0 | 19.3 | 0.0 | 19.3 | 19.3 |
| | Total | 1,765.4 | 1,710.2 | 0.0 | 1,710.2 | -55.2 |
| LIBRARY OF MICHIGAN | Regular | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Total | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| MANAGEMENT & BUDGET | Regular | 1,080.0 | 1,242.4 | 1,774.3 | -532.0 | 162.4 |
| | Overtime | 0.0 | 12.2 | 27.3 | -15.1 | 12.2 |
| | Total | 1,080.0 | 1,254.6 | 1,801.6 | -547.1 | 174.6 |
| MI BIOLOGIC PRODUCTS INST | Regular | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Overtime | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Total | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Full-Time Equated Employee Position Report

Table 1-2

2002-2003 Fiscal Year Summary

Through Pay Periods Ending Sep 28, 2002 and Sep 27, 2003

| DEPARTMENT | | FY 2002-03 Appropriated FTE Positions (A) | FY 2002-03 Average FTE Positions (B) | FY 2001-02 Average FTE Positions (C) | FY 2001-02 and FY 2002-03 Difference (B - C) | FY 2002-03 Avg and Appropriated Difference (B - A) |
|-------------------|----------------|--|---|---|---|---|
| MILITARY AFFAIRS | Regular | 1,072.0 | 899.0 | 946.0 | -47.1 | -173.0 |
| | Overtime | 0.0 | 42.7 | 35.7 | 7.0 | 42.7 |
| | Total | 1,072.0 | 941.7 | 981.7 | -40.0 | -130.4 |
| NATURAL RESOURCES | Regular | 2,075.5 | 2,016.0 | 2,193.1 | -177.1 | -59.5 |
| | Overtime | 0.0 | 44.3 | 48.3 | -4.0 | 44.3 |
| | Total | 2,075.5 | 2,060.3 | 2,241.4 | -181.1 | -15.2 |
| STATE | Regular | 1,847.8 | 1,663.7 | 1,890.6 | -227.0 | -184.1 |
| | Overtime | 0.0 | 14.1 | 14.0 | 0.1 | 14.1 |
| | Total | 1,847.8 | 1,677.8 | 1,904.6 | -226.8 | -170.0 |
| STATE POLICE | Regular | 3,445.5 | 2,769.3 | 3,139.6 | -370.4 | -676.2 |
| | Overtime | 0.0 | 134.1 | 172.0 | -37.9 | 134.1 |
| | Total | 3,445.5 | 2,903.3 | 3,311.6 | -408.3 | -542.2 |
| TRANSPORTATION | Regular | 3,069.3 | 2,760.4 | 3,124.6 | -364.2 | -308.9 |
| | Overtime | 0.0 | 124.0 | 135.4 | -11.4 | 124.0 |
| | Total | 3,069.3 | 2,884.3 | 3,259.9 | -375.6 | -185.0 |
| TREASURY | Regular | 1,852.5 | 1,472.6 | 1,755.9 | -283.3 | -379.9 |
| | Overtime | 0.0 | 5.8 | 7.6 | -1.8 | 5.8 |
| | Total | 1,852.5 | 1,478.4 | 1,763.6 | -285.1 | -374.1 |
| STATEWIDE TOTALS | Total Regular | 62,153.7 | 53,883.5 | 59,173.6 | -283.3 | -379.9 |
| | Total Overtime | 0.0 | 1,621.1 | 1,707.6 | -1.8 | 5.8 |
| | Grand Total | 62,153.7 | 55,504.6 | 60,881.3 | -285.1 | -374.1 |

Note: Regular FTE's are the number of full-time equated positions based on regular time (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime (total overtime hours worked multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

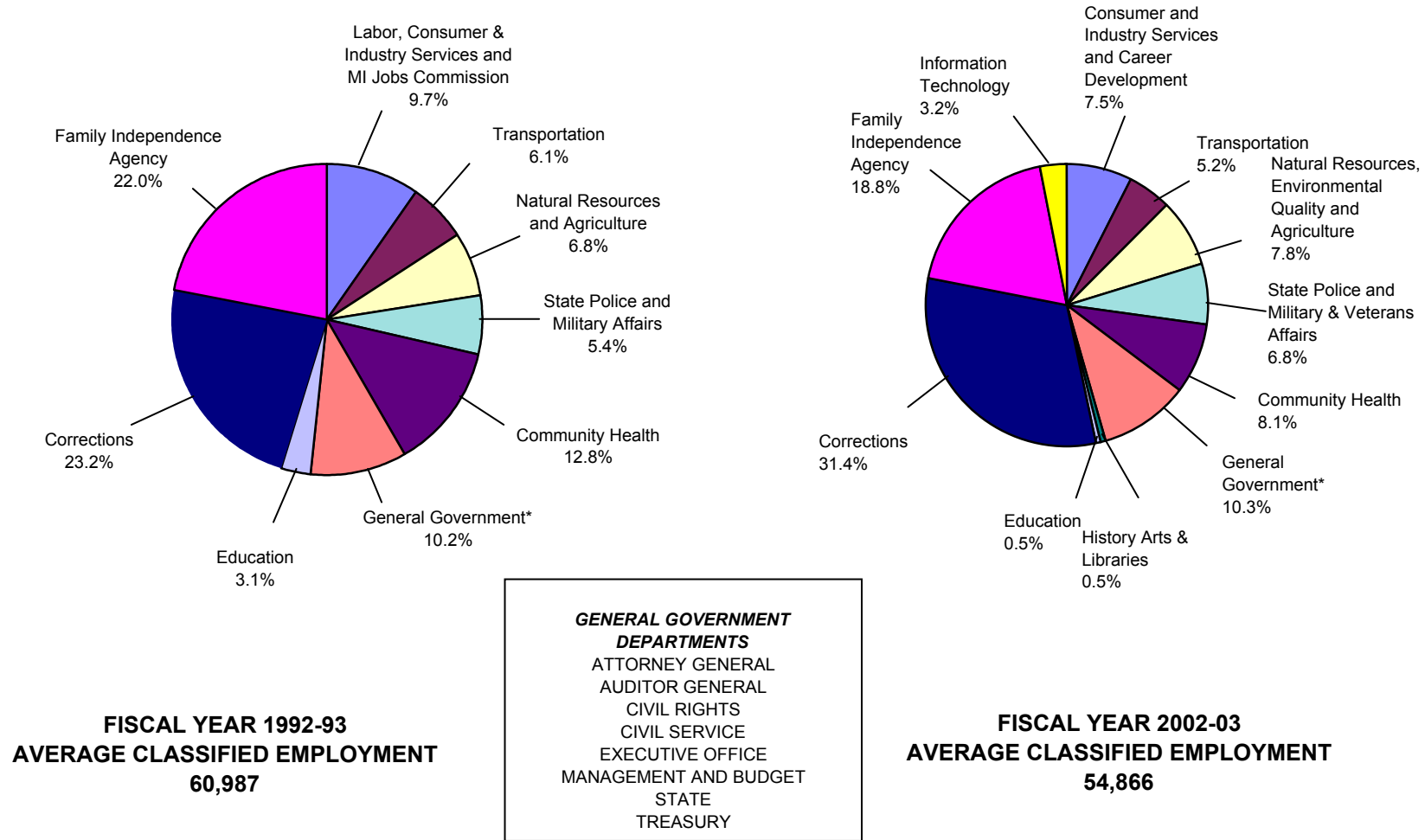
NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

| DEPARTMENT | 2001-02 | | 2002-03 | |
|--------------------------------|----------|---------------------------------|----------|---------------------------------|
| | NUMBER | PERCENT OF CLASSIFIED EMPLOYEES | NUMBER | PERCENT OF CLASSIFIED EMPLOYEES |
| Agriculture | 662.5 | 1.1% | 692.5 | 1.3% |
| Attorney General | 514.0 | 0.9% | 473.0 | 0.9% |
| Auditor General | 172.0 | 0.3% | 151.0 | 0.3% |
| Career Development | 1,056.0 | 1.8% | 899.0 | 1.6% |
| Civil Rights | 162.0 | 0.3% | 129.0 | 0.2% |
| Civil Service | 194.0 | 0.3% | 182.0 | 0.3% |
| Community Health | 5,069.0 | 8.7% | 4,444.5 | 8.1% |
| Consumer and Industry Services | 3,574.0 | 6.2% | 3,227.0 | 5.9% |
| Corrections | 17,450.0 | 30.0% | 17,049.0 | 31.0% |
| Education | 372.0 | 0.6% | 300.0 | 0.5% |
| Environmental Quality | 1,492.0 | 2.6% | 1,397.0 | 2.5% |
| Executive Office | 49.0 | 0.1% | 56.0 | 0.1% |
| Family Independence Agency | 11,864.5 | 20.4% | 10,247.0 | 18.6% |
| History Arts and Libraries | 317.0 | 0.5% | 288.0 | 0.5% |
| Information Technology | -- | -- | 1,725.0 | 3.1% |
| Management and Budget | 1,709.0 | 2.9% | 1,283.5 | 2.3% |
| Military & Veterans Affairs | 956.0 | 1.6% | 951.0 | 1.7% |
| Natural Resources | 2,676.5 | 4.6% | 2,590.5 | 4.7% |
| State | 2,013.5 | 3.5% | 1,850.5 | 3.4% |
| State Police | 3,062.0 | 5.3% | 2,687.5 | 4.9% |
| Transportation | 3,089.0 | 5.3% | 2,888.5 | 5.3% |
| Treasury | 1,658.5 | 2.9% | 1,472.5 | 2.7% |
| TOTAL | 58,112.5 | 100.0% | 54,984.0 | 100.0% |

Source: MAIN, MIDB Civil Service HWF03, pay period ending 9-27-03.

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1992-93 and 2002-03 Compared

Graph 1-3



Source: Averages were developed from monthly KA6020P01 (Classified Employees by Appointment Duration) reports for fiscal year 1992-93 and MAIN, MIDB Civil Service HWF09 for FY 2002-03.

Comments: Statewide, average classified employment decreased by 6,121 positions from 1992-93 to 2002-03.

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 1993-94 THROUGH 2002-03**

| <u>DEPARTMENT</u> | <u>93-94</u> | <u>94-95</u> | <u>95-96</u> | <u>96-97</u> | <u>97-98</u> | <u>98-99</u> | <u>99-00</u> | <u>00-01</u> | <u>01-02</u> | <u>02-03</u> |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Agriculture | 535 | 549 | 599 | 606 | 631 | 632 | 657 | 697 | 702 | 635 |
| Attorney General | 519 | 522 | 539 | 552 | 547 | 549 | 559 | 558 | 538 | 474 |
| Auditor General | 162 | 167 | 162 | 164 | 163 | 169 | 174 | 179 | 176 | 157 |
| Biologic Products Institute ¹ | -- | -- | 122 | 107 | 77 | -- | -- | -- | -- | -- |
| Career Development ² | -- | -- | -- | -- | -- | -- | -- | 1,088 | 1,079 | 911 |
| Civil Rights | 174 | 183 | 179 | 166 | 159 | 163 | 160 | 166 | 164 | 135 |
| Civil Service | 310 | 307 | 294 | 224 | 205 | 207 | 206 | 206 | 200 | 176 |
| Community Health | 7,784 | 7,696 | 7,644 | 6,437 | 5,758 | 5,810 | 5,914 | 5,838 | 5,370 | 4,465 |
| Consumer and Industry Services | 4,865 | 4,335 | 4,270 | 4,661 | 4,049 | 3,909 | 3,843 | 3,823 | 3,735 | 3,186 |
| Corrections | 14,592 | 15,394 | 16,100 | 16,270 | 16,714 | 17,063 | 17,652 | 18,296 | 17,821 | 17,222 |
| Education | 1,060 | 721 | 558 | 512 | 436 | 442 | 403 | 396 | 393 | 298 |
| Environmental Quality ³ | -- | -- | 1,419 | 1,472 | 1,479 | 1,545 | 1,605 | 1,617 | 1,567 | 1,370 |
| Executive Office | 62 | 59 | 60 | 61 | 65 | 63 | 65 | 67 | 58 | 51 |
| Family Independence Agency | 13,998 | 14,429 | 14,107 | 12,981 | 12,443 | 12,836 | 13,254 | 13,139 | 12,554 | 10,303 |
| History Arts and Libraries ⁴ | -- | -- | -- | -- | -- | -- | -- | -- | 295 | 287 |
| Information Technology ⁸ | | | | | | | | | | 1,730 |
| Labor ⁵ | 714 | 721 | 680 | -- | -- | -- | -- | -- | -- | -- |
| Lottery ⁶ | 212 | 210 | 193 | 181 | 179 | -- | -- | -- | -- | -- |
| Management and Budget | 1,246 | 1,337 | 1,487 | 1,561 | 1,495 | 1,719 | 1,936 | 1,931 | 1,851 | 1,306 |
| MI Jobs Commission ⁷ | 627 | 864 | 953 | 890 | 1,101 | 1,149 | 1,055 | -- | -- | -- |
| Military and Veterans Affairs | 948 | 992 | 979 | 948 | 900 | 949 | 987 | 970 | 962 | 919 |
| Natural Resources | 3,718 | 3,900 | 2,623 | 2,480 | 2,445 | 2,510 | 2,506 | 2,509 | 2,446 | 2,265 |
| State | 2,136 | 2,116 | 2,190 | 2,211 | 2,174 | 2,231 | 2,257 | 2,267 | 2,095 | 1,836 |
| State Police | 2,889 | 2,998 | 3,121 | 3,034 | 3,014 | 3,159 | 3,190 | 3,240 | 3,164 | 2,800 |
| Transportation | 3,524 | 3,551 | 3,515 | 3,312 | 2,960 | 3,196 | 3,244 | 3,253 | 3,185 | 2,826 |
| Transportation Bridge Authority ⁶ | 135 | 136 | 140 | 143 | 150 | -- | -- | -- | -- | -- |
| Treasury | <u>1,452</u> | <u>1,485</u> | <u>1,595</u> | <u>1,529</u> | <u>1,531</u> | <u>1,765</u> | <u>1,826</u> | <u>1,817</u> | <u>1,793</u> | <u>1,514</u> |
| TOTAL | 61,662 | 62,672 | 63,529 | 60,502 | 58,675 | 60,066 | 61,493 | 62,057 | 60,147 | 54,866 |

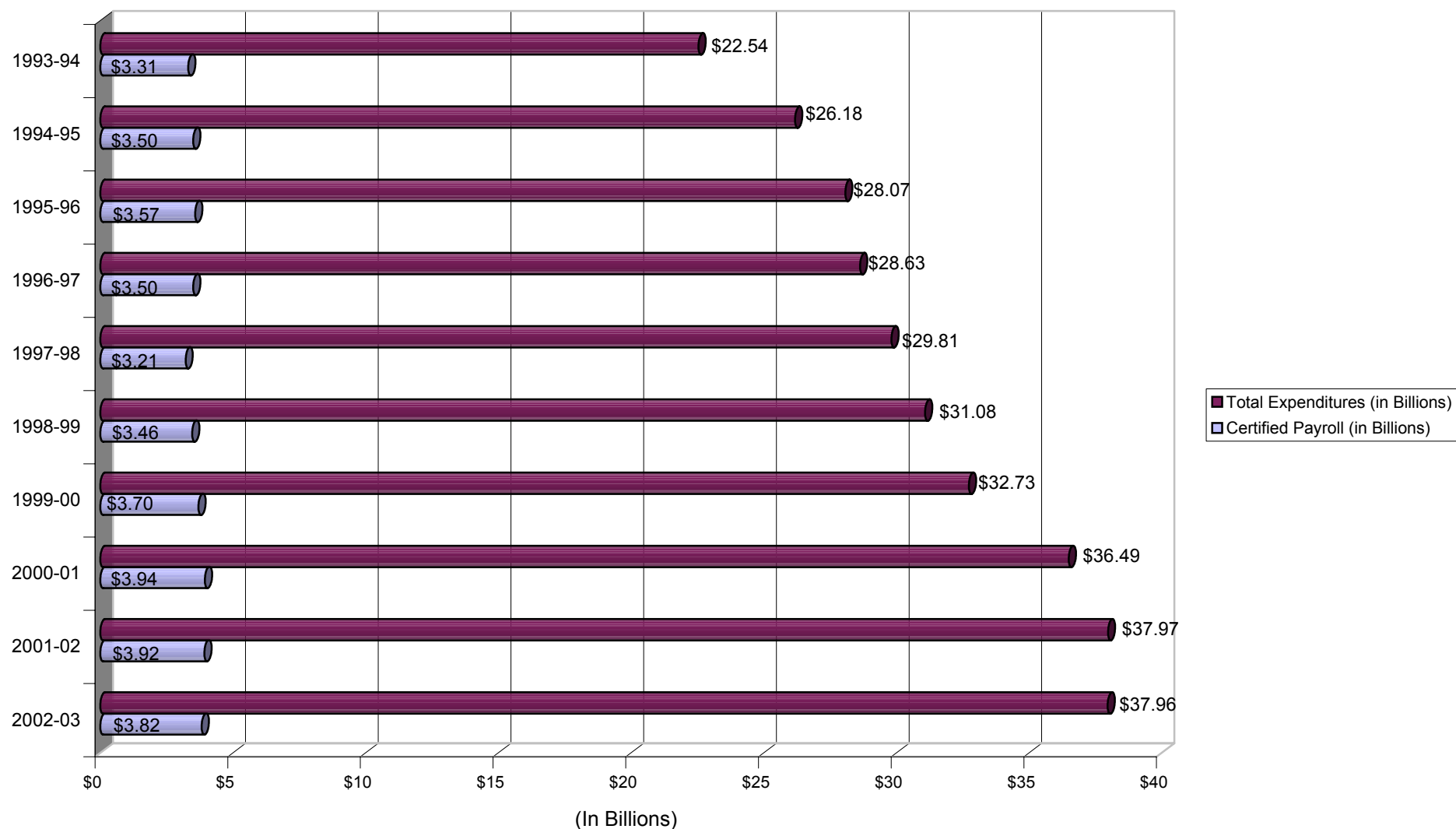
Source: Averages for fiscal years 1993-94 through 1997-98, KA6290P01. Starting fiscal year 1998-99, MAIN, MIDB Civil Service HWF09.

Footnotes: ¹ The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. ² The Department of Career Development was created by Executive Order 1 of 1999. ³ The Department of Environmental Quality was created by Executive Order 18 of 1995. ⁴ The Department of History Arts and Libraries was created by Act 63 of 2001. ⁵ The Department of Labor was abolished by Executive Order 2 of 1996. ⁶ Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. ⁷ Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a principal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. ⁸ Information Technology was created by Executive Order 3 of 2001.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1993-94 through 2002-03



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 1998-99 through 2002-03

| <u>Salary Range</u> | <u>1998-99</u> | <u>1999-00</u> | <u>2000-01</u> | <u>2001-02</u> | <u>2002-03</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| \$8,000 - 8,999 | 0 | 0 | 0 | 0 | 0 |
| 9,000 - 9,999 | 0 | 2 | 0 | 0 | 0 |
| 10,000 - 10,999 | 0 | 0 | 2 | 0 | 0 |
| 11,000 - 11,999 | 1 | 0 | 0 | 0 | 0 |
| 12,000 - 12,999 | 247 | 11 | 1 | 0 | 0 |
| 13,000 - 13,999 | 544 | 12 | 0 | 1 | 0 |
| 14,000 - 14,999 | 211 | 402 | 364 | 47 | 38 |
| 15,000 - 15,999 | 152 | 323 | 167 | 397 | 436 |
| 16,000 - 16,999 | 20 | 217 | 29 | 192 | 167 |
| 17,000 - 17,999 | 15 | 26 | 286 | 314 | 303 |
| 18,000 - 18,999 | 16 | 19 | 19 | 17 | 13 |
| 19,000 - 19,999 | 5 | 3 | 10 | 20 | 12 |
| 20,000 - 20,999 | 530 | 436 | 183 | 162 | 177 |
| 21,000 - 21,999 | 187 | 95 | 231 | 156 | 13 |
| 22,000 - 22,999 | 56 | 191 | 145 | 88 | 282 |
| 23,000 - 23,999 | 540 | 206 | 70 | 108 | 102 |
| 24,000 - 24,999 | 461 | 439 | 252 | 118 | 51 |
| 25,000 - 25,999 | 877 | 608 | 262 | 236 | 341 |
| 26,000 - 26,999 | 1,002 | 1,399 | 689 | 268 | 281 |
| 27,000 - 27,999 | 734 | 727 | 946 | 498 | 708 |
| 28,000 - 28,999 | 932 | 801 | 822 | 546 | 526 |
| 29,000 - 29,999 | 961 | 948 | 644 | 424 | 702 |
| 30,000 - 30,999 | 1,785 | 857 | 983 | 650 | 503 |
| 31,000 - 31,999 | 4,744 | 2,080 | 1,504 | 1,176 | 748 |
| 32,000 - 32,999 | 1,646 | 4,268 | 1,098 | 1,026 | 678 |
| 33,000 - 33,999 | 4,152 | 1,662 | 4,385 | 2,310 | 1,553 |
| 34,000 - 34,999 | 1,278 | 3,925 | 1,315 | 3,084 | 3,115 |
| 35,000 - 35,999 | 2,584 | 1,357 | 4,174 | 3,851 | 1,567 |
| 36,000 - 36,999 | 2,084 | 2,534 | 1,465 | 1,601 | 3,579 |
| 37,000 - 37,999 | 6,182 | 2,318 | 2,583 | 1,555 | 1,109 |
| 38,000 - 38,999 | 683 | 6,247 | 2,165 | 1,666 | 1,304 |
| 39,000 - 39,999 | 6,585 | 937 | 6,687 | 3,155 | 1,427 |
| 40,000 - 40,999 | 971 | 4,486 | 370 | 5,252 | 2,982 |
| 41,000 - 41,999 | 1,649 | 3,192 | 6,874 | 699 | 5,083 |
| 42,000 - 42,999 | 1,230 | 824 | 1,015 | 6,501 | 569 |
| 43,000 - 43,999 | 746 | 2,021 | 865 | 1,366 | 6,200 |
| 44,000 - 44,999 | 1,632 | 308 | 2,066 | 1,176 | 1,123 |
| 45,000 - 45,999 | 1,367 | 1,296 | 465 | 1,391 | 1,415 |
| 46,000 - 46,999 | 1,726 | 1,915 | 1,996 | 1,059 | 1,067 |
| 47,000 - 47,999 | 528 | 1,624 | 1,182 | 1,168 | 293 |
| 48,000 - 48,999 | 1,987 | 903 | 1,553 | 1,176 | 1,271 |
| 49,000 - 49,999 | 539 | 183 | 914 | 1,557 | 1,785 |

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

| <u>Salary Range</u> | <u>1998-99</u> | <u>1999-00</u> | <u>2000-01</u> | <u>2001-02</u> | <u>2002-03</u> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| \$50,000 - 50,999 | 1,276 | 2,349 | 237 | 928 | 1,577 |
| 51,000 - 51,999 | 319 | 512 | 2,297 | 186 | 822 |
| 52,000 - 52,999 | 454 | 1,294 | 535 | 2,040 | 170 |
| 53,000 - 53,999 | 2,120 | 680 | 1,733 | 1,029 | 1,730 |
| 54,000 - 54,999 | 125 | 1,510 | 256 | 1,224 | 548 |
| 55,000 - 55,999 | 505 | 502 | 997 | 200 | 1,185 |
| 56,000 - 56,999 | 231 | 182 | 1,129 | 971 | 238 |
| 57,000 - 57,999 | 252 | 522 | 139 | 1,124 | 855 |
| 58,000 - 58,999 | 920 | 163 | 536 | 138 | 1,429 |
| 59,000 - 59,999 | 331 | 165 | 195 | 498 | 95 |
| 60,000 - 60,999 | 263 | 1,047 | 174 | 116 | 552 |
| 61,000 - 61,999 | 209 | 544 | 1,073 | 243 | 110 |
| 62,000 - 62,999 | 76 | 93 | 307 | 835 | 193 |
| 63,000 - 63,999 | 175 | 202 | 299 | 462 | 807 |
| 64,000 - 64,999 | 506 | 251 | 173 | 260 | 247 |
| 65,000 - 65,999 | 54 | 56 | 120 | 153 | 324 |
| 66,000 - 66,999 | 138 | 503 | 208 | 123 | 118 |
| 67,000 - 67,999 | 93 | 34 | 83 | 240 | 148 |
| 68,000 - 68,999 | 112 | 181 | 492 | 85 | 203 |
| 69,000 - 69,999 | 41 | 101 | 126 | 450 | 75 |
| 70,000 - 70,999 | 96 | 81 | 149 | 47 | 70 |
| 71,000 - 71,999 | 35 | 63 | 101 | 187 | 386 |
| 72,000 - 72,999 | 95 | 91 | 46 | 85 | 124 |
| 73,000 - 73,999 | 110 | 39 | 97 | 83 | 121 |
| 74,000 - 74,999 | 24 | 29 | 27 | 39 | 69 |
| 75,000 - 75,999 | 56 | 113 | 54 | 93 | 58 |
| 76,000 - 76,999 | 21 | 100 | 92 | 41 | 80 |
| 77,000 - 77,999 | 28 | 48 | 144 | 40 | 34 |
| 78,000 - 78,999 | 76 | 36 | 39 | 84 | 68 |
| 79,000 - 79,999 | 167 | 30 | 29 | 158 | 65 |
| 80,000 - 80,999 | 32 | 32 | 34 | 20 | 107 |
| 81,000 - 81,999 | 37 | 200 | 30 | 34 | 36 |
| 82,000 - 82,999 | 71 | 45 | 76 | 22 | 34 |
| 83,000 - 83,999 | 18 | 26 | 163 | 29 | 23 |
| 84,000 - 84,999 | 25 | 40 | 35 | 65 | 32 |
| 85,000 - 85,999 | 214 | 75 | 28 | 162 | 40 |
| 86,000 - 86,999 | 16 | 21 | 89 | 32 | 141 |
| 87,000 - 87,999 | 9 | 211 | 37 | 28 | 27 |
| 88,000 - 88,999 | 10 | 10 | 27 | 82 | 39 |
| 89,000 - 89,999 | 12 | 23 | 218 | 29 | 29 |
| 90,000 - 90,999 | 104 | 11 | 11 | 28 | 70 |
| 91,000 - 91,999 | 5 | 12 | 34 | 216 | 29 |
| 92,000 - 92,999 | 3 | 36 | 12 | 18 | 75 |
| 93,000 - 93,999 | 3 | 71 | 8 | 16 | 108 |

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

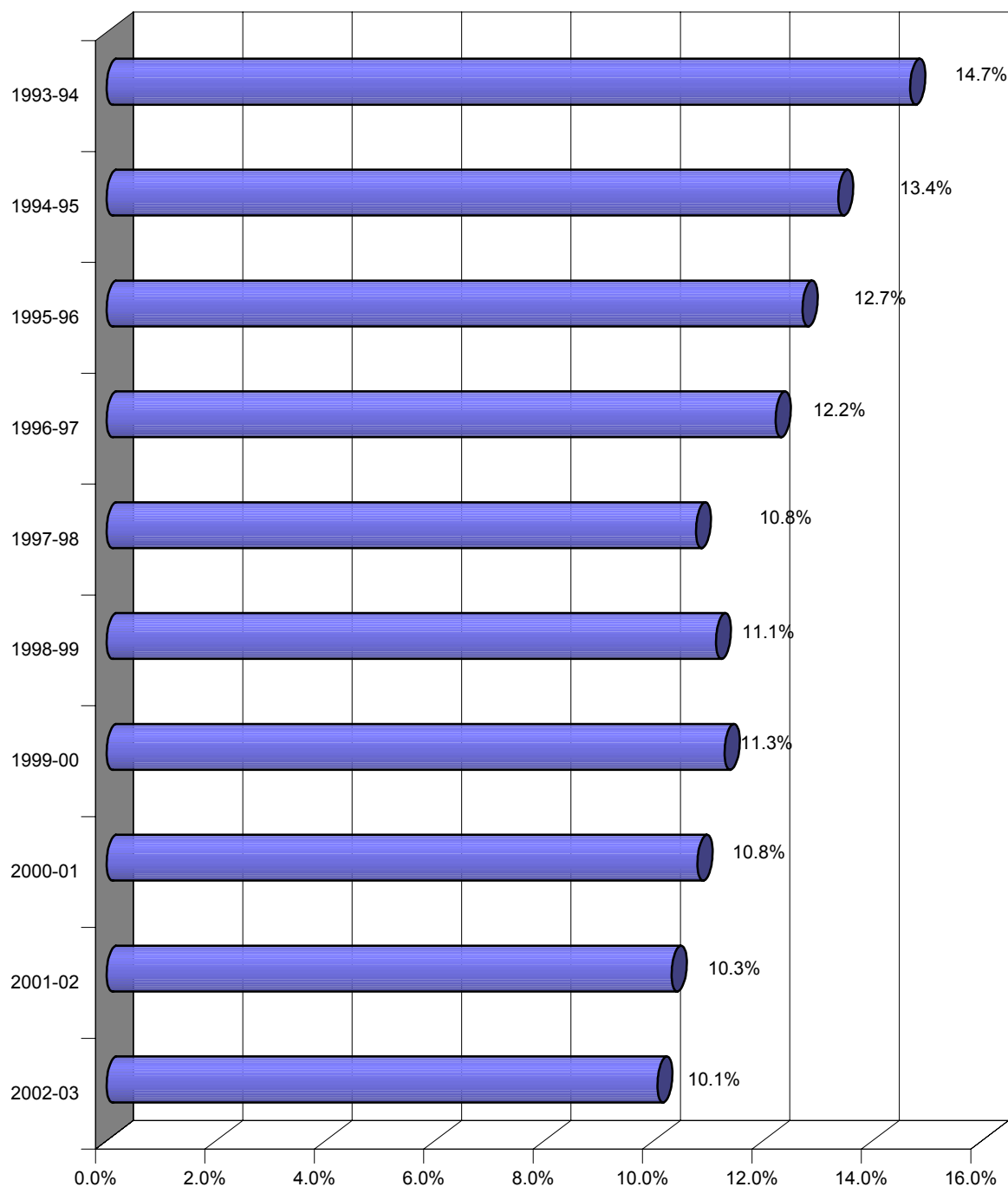
| <u>Salary Range</u> | <u>1998-99</u> | <u>1999-00</u> | <u>2000-01</u> | <u>2001-02</u> | <u>2002-03</u> |
|------------------------|----------------|----------------|----------------|----------------|----------------|
| 94,000 - 94,999 | 3 | 4 | 26 | 4 | 15 |
| \$95,000 - 95,999 | 4 | 7 | 90 | 17 | 13 |
| 96,000 - 96,999 | 7 | 6 | 5 | 24 | 8 |
| 97,000 - 97,999 | 25 | 34 | 0 | 95 | 17 |
| 98,000 - 98,999 | 36 | 7 | 8 | 3 | 15 |
| 99,000 - 99,999 | 8 | 5 | 31 | 3 | 73 |
| 100,000 - 100,999 | 21 | 19 | 8 | 11 | 5 |
| 101,000 - 101,999 | 1 | 36 | 6 | 28 | 3 |
| 102,000 - 102,999 | 1 | 8 | 17 | 10 | 13 |
| 103,000 - 103,999 | 0 | 24 | 35 | 3 | 20 |
| 104,000 - 104,999 | 9 | 0 | 15 | 14 | 8 |
| 105,000 - 105,999 | 0 | 1 | 23 | 35 | 6 |
| 106,000 - 106,999 | 2 | 1 | 0 | 1 | 6 |
| 107,000 - 107,999 | 0 | 8 | 1 | 40 | 21 |
| 108,000 - 108,999 | 0 | 1 | 1 | 1 | 3 |
| 109,000 - 109,999 | 0 | 2 | 10 | 1 | 8 |
| 110,000 - 110,999 | 0 | 1 | 1 | 1 | 18 |
| 111,000 - 111,999 | 5 | 1 | 1 | 1 | 0 |
| 112,000 - 112,999 | 0 | 0 | 3 | 8 | 4 |
| 113,000 - 113,999 | 1 | 0 | 0 | 1 | 2 |
| 114,000 - 114,999 | 1 | 5 | 0 | 0 | 1 |
| 115,000 - 115,999 | 0 | 0 | 0 | 0 | 8 |
| 116,000 - 116,999 | 0 | 0 | 5 | 0 | 0 |
| 117,000 - 117,999 | 1 | 1 | 0 | 0 | 1 |
| 118,000 - 118,999 | 0 | 0 | 0 | 0 | 0 |
| 119,000 - 119,999 | 94 | 0 | 3 | 5 | 0 |
| 120,000 - 120,999 | 0 | 0 | 1 | 0 | 0 |
| 121,000 - 121,999 | 0 | 0 | 0 | 0 | 4 |
| 122,000 - 122,999 | 0 | 0 | 0 | 2 | 0 |
| 123,000 - 123,999 | 0 | 74 | 0 | 0 | 0 |
| 124,000 - 124,999 | 0 | 0 | 0 | 0 | 0 |
| 125,000 - 125,999 | 0 | 0 | 62 | 0 | 1 |
| 126,000 and above | 124 | 115 | 114 | 167 | 134 |
| STATEWIDE TOTAL | 61,399 | 62,496 | 61,936 | 58,429 | 55,221 |

Median Salary: \$41,593

Average Salary: \$44,395

Source: MAIN, MIDB HWF39A and HWF402.

**STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1993-94 through 2002-03**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 27, 2003

| HRS DEPARTMENT NAME | NUMBER OF EMPLOYEES | PERCENT OF CLASSIFIED EMPLOYEES | AVERAGE AGE | AVERAGE HOURLY PAY RATE | COUNT OF EMPLOYEES RECEIVING LONGEVITY | PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY |
|------------------------------|---------------------|---------------------------------|-------------|-------------------------|--|---|
| AGRICULTURE | 693 | 1% | 43.1 | \$21.44 | 356 | 51% |
| ATTORNEY GENERAL | 473 | 1% | 47.2 | \$32.41 | 359 | 76% |
| AUDITOR GENERAL | 151 | 0% | 38.2 | \$28.99 | 92 | 61% |
| CAREER DEVELOPMENT | 901 | 2% | 47.9 | \$23.15 | 639 | 71% |
| CIVIL RIGHTS | 129 | 0% | 44.4 | \$23.48 | 86 | 67% |
| CIVIL SERVICE | 183 | 0% | 46.7 | \$24.88 | 144 | 79% |
| COMMUNITY HEALTH | 4,478 | 8% | 45.6 | \$21.64 | 3,060 | 68% |
| CONSUMER & INDUSTRY SERVICES | 3,237 | 6% | 45.8 | \$22.13 | 2,153 | 67% |
| CORRECTIONS | 17,151 | 31% | 42.6 | \$20.60 | 12,750 | 74% |
| EDUCATION | 303 | 1% | 49.0 | \$24.63 | 204 | 67% |
| ENVIRONMENTAL QUALITY | 1,402 | 3% | 44.3 | \$24.77 | 1,023 | 73% |
| EXECUTIVE OFFICE | 56 | 0% | 35.6 | \$21.25 | 2 | 4% |
| FAMILY INDEPENDENCE AGENCY | 10,271 | 19% | 45.4 | \$20.61 | 7,169 | 70% |
| HISTORY ARTS AND LIBRARIES | 290 | 1% | 41.7 | \$18.45 | 132 | 46% |
| INFORMATION TECHNOLOGY | 1,725 | 3% | 44.4 | \$25.27 | 1,195 | 69% |
| MANAGEMENT & BUDGET | 1,289 | 2% | 44.7 | \$22.34 | 868 | 67% |
| MILITARY AFFAIRS | 955 | 2% | 45.0 | \$18.79 | 625 | 65% |
| NATURAL RESOURCES | 2,596 | 5% | 40.8 | \$16.58 | 1,191 | 46% |
| STATE | 1,853 | 3% | 43.9 | \$18.47 | 1,189 | 64% |
| STATE POLICE | 2,701 | 5% | 39.9 | \$24.21 | 2,075 | 77% |
| TRANSPORTATION | 2,904 | 5% | 42.5 | \$21.62 | 1,862 | 64% |
| TREASURY | 1,477 | 3% | 45.3 | \$22.35 | 1,017 | 69% |
| STATEWIDE TOTALS | 55,218 | 100% | 43.8 | \$21.26 | 38,191 | 69% |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only. Since September 28, 2002, the average age of classified employees has decreased almost 1 year, the average hourly pay rate has increased \$.24 per hour (1%), and the percentage of employees eligible for longevity has dropped from 73% to 69%. The reduction in number of employees, average age and number eligible for longevity can be attributed to an early retirement program offered between July 2002 and November 2002.

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 1998-99 through 2002-03

| | 1998-99 | 1999-00 | 2000-01 | 2001-02 | 2002-03 |
|---|----------------|----------------|----------------|----------------|----------------|
| Legally Required Payments | | | | | |
| FICA | 7.30 % | 7.32 % | 7.33 % | 7.27 % | 7.37 % |
| Unemployment Compensation | .14 | .15 | .16 | .30 | .31 |
| Workers Compensation | 1.63 | 1.61 | 1.80 | 1.91 | 1.80 |
| Total Legally Required Payments | 9.07 % | 9.08 % | 9.29 % | 9.48 % | 9.48 % |
| Group Insurance | | | | | |
| State Health Plan | 6.64 % | 6.75 % | 7.41 % | 7.37 % | 7.69 % |
| Health Maintenance Organization | 3.92 | 4.20 | 4.84 | 5.04 | 5.20 |
| Dental | 1.25 | 1.38 | 1.61 | 1.50 | 1.57 |
| Vision | .22 | .21 | .23 | .28 | .29 |
| Life | .81 | .99 | .95 | .96 | 1.01 |
| Long Term Disability | 1.43 | 1.42 | 1.41 | .88 | .92 |
| Flexible Benefits Allowance/Recovery | .08 | .09 | .09 | .09 | .10 |
| Total Group Insurance | 14.35 % | 15.04 % | 16.54 % | 16.12 % | 16.77 % |
| Other Cash Payments | | | | | |
| Terminal Annual & Sick Leave | .92 % | .98 % | .99 % | .75 % | 2.94 % |
| Terminal Longevity Payments | .01 | .01 | .02 | .01 | .12 |
| Professional Development | .05 | .05 | .05 | .05 | .07 |
| Uniforms and Dry Cleaning | .15 | .14 | .14 | .15 | .16 |
| Total Other Cash Payments | 1.13 % | 1.18 % | 1.20 % | .96 % | 3.29 % |
| Pension and Deferred Items | | | | | |
| Retirement or Pension Plans | 11.24 % | 11.53 % | 14.14 % | 13.55 % | 17.33 % |
| FICA for Early Out Retirees | .03 | .03 | .03 | .02 | .03 |
| Defined Contribution Pension Plan | .81 | 1.09 | 1.26 | 1.37 | 1.71 |
| Total Pension and Deferred Items | 12.08 | 12.65 | 15.43 | 14.94 | 19.06 |
| Total Employee Benefits | 36.63 % | 37.95 % | 42.46 % | 41.50 % | 48.60 % |

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#7(11/15/03)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING SEPTEMBER 27, 2003

Table 2-4

| Department | Total Employees | Health | | | | | | Dental | | | | | | Vision | |
|------------------------------|-----------------|------------------------|------------|--------------------|------------|---------------------|-----------|------------------------|------------|--------------------|-----------|-------------------|-----------|------------------------|------------|
| | | State Sponsored Health | % | Health Maintenance | % | Catastrophic Health | % | State Sponsored Dental | % | Dental Maintenance | % | Preventive Dental | % | State Sponsored Vision | % |
| AGRICULTURE | 693 | 324 | 47% | 241 | 35% | 10 | 1% | 554 | 80% | 20 | 3% | 4 | 1% | 583 | 84% |
| ATTORNEY GENERAL | 473 | 242 | 51% | 187 | 40% | 8 | 2% | 427 | 90% | 16 | 3% | 2 | 0% | 447 | 95% |
| AUDITOR GENERAL | 151 | 36 | 24% | 87 | 58% | 9 | 6% | 127 | 84% | 2 | 1% | 1 | 1% | 131 | 87% |
| CAREER DEVELOPMENT | 901 | 509 | 56% | 299 | 33% | 34 | 4% | 794 | 88% | 42 | 5% | 10 | 1% | 848 | 94% |
| CIVIL RIGHTS | 129 | 74 | 57% | 49 | 38% | 2 | 2% | 119 | 92% | 7 | 5% | 1 | 1% | 127 | 98% |
| CIVIL SERVICE | 183 | 75 | 41% | 84 | 46% | 1 | 1% | 160 | 87% | 4 | 2% | 0 | 0% | 165 | 90% |
| COMMUNITY HEALTH | 4,480 | 2,583 | 58% | 1,483 | 33% | 53 | 1% | 3,982 | 89% | 155 | 3% | 8 | 0% | 4,152 | 93% |
| CONSUMER & INDUSTRY SERVICES | 3,237 | 1,522 | 47% | 1,346 | 42% | 68 | 2% | 2,799 | 86% | 147 | 5% | 17 | 1% | 2,971 | 92% |
| CORRECTIONS | 17,151 | 10,234 | 60% | 5,588 | 33% | 168 | 1% | 15,661 | 91% | 421 | 2% | 41 | 0% | 16,133 | 94% |
| EDUCATION | 303 | 135 | 45% | 122 | 40% | 9 | 3% | 256 | 84% | 7 | 2% | 4 | 1% | 268 | 88% |
| ENVIRONMENTAL QUALITY | 1,402 | 608 | 43% | 648 | 46% | 22 | 2% | 1,250 | 89% | 36 | 3% | 6 | 0% | 1,295 | 92% |
| EXECUTIVE OFFICE | 56 | 34 | 61% | 15 | 27% | 0 | 0% | 49 | 88% | 3 | 5% | 0 | 0% | 52 | 93% |
| FAMILY INDEPENDENCE AGENCY | 10,271 | 5,797 | 56% | 3,803 | 37% | 132 | 1% | 9,384 | 91% | 394 | 4% | 45 | 0% | 9,818 | 96% |
| HISTORY ARTS AND LIBRARIES | 290 | 89 | 31% | 105 | 36% | 1 | 0% | 190 | 66% | 7 | 2% | 1 | 0% | 197 | 68% |
| INFORMATION TECHNOLOGY | 1,725 | 623 | 36% | 912 | 53% | 34 | 2% | 1,494 | 87% | 68 | 4% | 7 | 0% | 1,577 | 91% |
| MANAGEMENT & BUDGET | 1,289 | 404 | 31% | 687 | 53% | 21 | 2% | 1,092 | 85% | 28 | 2% | 4 | 0% | 1,124 | 87% |
| MILITARY AFFAIRS | 955 | 381 | 40% | 477 | 50% | 18 | 2% | 875 | 92% | 6 | 1% | 1 | 0% | 884 | 93% |
| NATURAL RESOURCES | 2,596 | 1,205 | 46% | 364 | 14% | 50 | 2% | 1,561 | 60% | 15 | 1% | 11 | 0% | 1,588 | 61% |
| STATE | 1,853 | 843 | 45% | 705 | 38% | 26 | 1% | 1,523 | 82% | 70 | 4% | 10 | 1% | 1,606 | 87% |
| STATE POLICE | 2,701 | 2,059 | 76% | 493 | 18% | 24 | 1% | 2,543 | 94% | 36 | 1% | 8 | 0% | 2,588 | 96% |
| TRANSPORTATION | 2,905 | 1,500 | 52% | 1,038 | 36% | 52 | 2% | 2,552 | 88% | 46 | 2% | 10 | 0% | 2,609 | 90% |
| TREASURY | 1,477 | 582 | 39% | 716 | 48% | 38 | 3% | 1,275 | 86% | 66 | 4% | 12 | 1% | 1,357 | 92% |
| STATEWIDE TOTALS: | 55,221 | 29,859 | 54% | 19,449 | 35% | 780 | 1% | 48,667 | 88% | 1,596 | 3% | 203 | 0% | 50,520 | 91% |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING SEPTEMBER 27, 2003

| Department | Total Employees | Disability Insurance | | | | Life Insurance | | | | Long Term Care Insurance | |
|------------------------------|-----------------|----------------------|------------|--------------|-----------|-----------------|------------|------------------------------|-----------|--------------------------|------------|
| | | Aetna | % | Reliastar | % | United of Omaha | % | United Of Omaha Reduced Life | % | Met Life | % |
| AGRICULTURE | 693 | 487 | 70% | 0 | 0% | 572 | 83% | 45 | 6% | 94 | 14% |
| ATTORNEY GENERAL | 473 | 426 | 90% | 0 | 0% | 450 | 95% | 21 | 4% | 99 | 21% |
| AUDITOR GENERAL | 151 | 125 | 83% | 0 | 0% | 123 | 81% | 22 | 15% | 33 | 22% |
| CAREER DEVELOPMENT | 901 | 804 | 89% | 0 | 0% | 807 | 90% | 78 | 9% | 149 | 17% |
| CIVIL RIGHTS | 129 | 110 | 85% | 0 | 0% | 114 | 88% | 14 | 11% | 24 | 19% |
| CIVIL SERVICE | 183 | 162 | 89% | 0 | 0% | 160 | 87% | 16 | 9% | 67 | 37% |
| COMMUNITY HEALTH | 4,480 | 4,072 | 91% | 0 | 0% | 4,206 | 94% | 205 | 5% | 486 | 11% |
| CONSUMER & INDUSTRY SERVICES | 3,237 | 2,616 | 81% | 0 | 0% | 2,912 | 90% | 226 | 7% | 511 | 16% |
| CORRECTIONS | 17,151 | 16,237 | 95% | 0 | 0% | 16,596 | 97% | 508 | 3% | 978 | 6% |
| EDUCATION | 303 | 254 | 84% | 0 | 0% | 278 | 92% | 23 | 8% | 71 | 23% |
| ENVIRONMENTAL QUALITY | 1,402 | 1,200 | 86% | 0 | 0% | 1,248 | 89% | 110 | 8% | 234 | 17% |
| EXECUTIVE OFFICE | 56 | 22 | 39% | 0 | 0% | 37 | 66% | 18 | 32% | 2 | 4% |
| FAMILY INDEPENDENCE AGENCY | 10,271 | 9,518 | 93% | 0 | 0% | 9,689 | 94% | 568 | 6% | 1,380 | 13% |
| HISTORY ARTS AND LIBRARIES | 290 | 174 | 60% | 0 | 0% | 192 | 66% | 17 | 6% | 57 | 20% |
| INFORMATION TECHNOLOGY | 1,725 | 1,427 | 83% | 52 | 3% | 1,425 | 83% | 110 | 6% | 279 | 16% |
| MANAGEMENT & BUDGET | 1,289 | 1,035 | 80% | 0 | 0% | 1,126 | 87% | 70 | 5% | 185 | 14% |
| MILITARY AFFAIRS | 955 | 778 | 81% | 0 | 0% | 888 | 93% | 36 | 4% | 59 | 6% |
| NATURAL RESOURCES | 2,596 | 1,466 | 56% | 0 | 0% | 1,625 | 63% | 113 | 4% | 192 | 7% |
| STATE | 1,853 | 1,438 | 78% | 0 | 0% | 1,571 | 85% | 104 | 6% | 252 | 14% |
| STATE POLICE | 2,701 | 2,402 | 89% | 1,723 | 64% | 3 | 0% | 108 | 4% | 216 | 8% |
| TRANSPORTATION | 2,905 | 2,402 | 83% | 0 | 0% | 2,542 | 88% | 191 | 7% | 292 | 10% |
| TREASURY | 1,477 | 1,251 | 85% | 0 | 0% | 1,347 | 91% | 98 | 7% | 214 | 14% |
| STATEWIDE TOTALS: | 55,221 | 48,406 | 88% | 1,775 | 3% | 47,911 | 87% | 2,701 | 5% | 5,874 | 11% |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

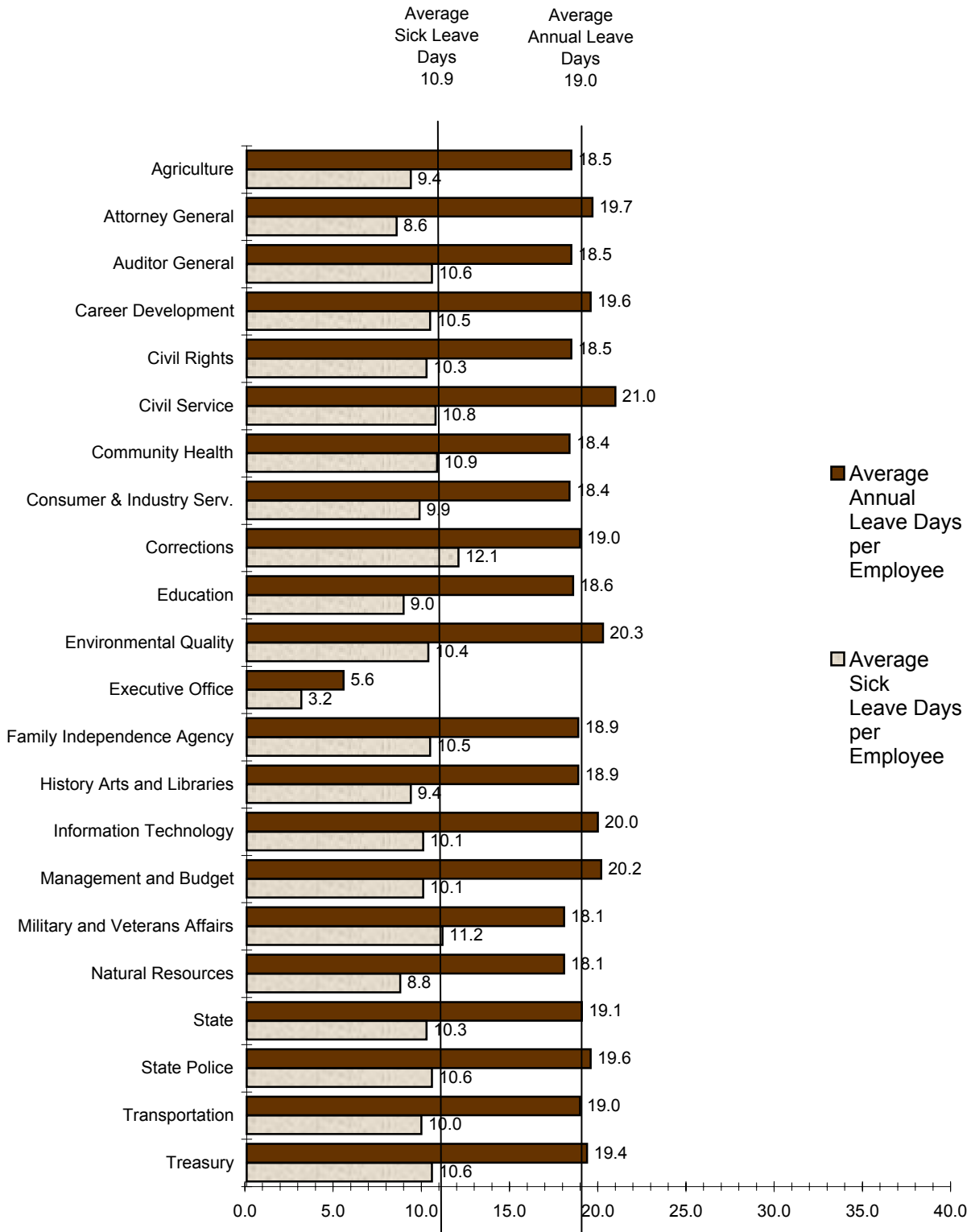
**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 1998-99 through 2002-03**

| | 1998-99 | 1999-00 | 2000-01 | 2001-02 | 2002-03 |
|-------------------|---------|---------|---------|---------|---------|
| VACATION | 7.4 % | 7.4 % | 7.5 % | 7.5 % | 7.3 % |
| HOLIDAY | 4.6 | 4.6 | 4.6 | 4.6 | 4.6 |
| SICK LEAVE | 3.6 | 3.6 | 3.7 | 4.0 | 3.8 |
| TOTAL | 15.6 % | 15.6 % | 15.8 % | 16.1 % | 15.7 % |

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used. Starting in FY2001-02, sick leave included sick leave paid at separation.

Source: MAIN DAFR 6940

**ANNUAL LEAVE AND SICK LEAVE USAGE BY HRS DEPARTMENT
Fiscal Year 2002-03**



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-28-02.

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2002-03**

| DEPARTMENT | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|-------------------------------|---|---|--|
| Agriculture | 9.4 | 18.5 | 27.9 |
| Attorney General | 9.6 | 19.7 | 29.3 |
| Auditor General | 10.6 | 18.5 | 29.1 |
| Career Development | 10.5 | 19.6 | 30.1 |
| Civil Rights | 10.3 | 18.5 | 28.8 |
| Civil Service | 10.8 | 21.0 | 31.8 |
| Community Health | 10.9 | 18.4 | 29.3 |
| Consumer & Industry Serv. | 9.9 | 18.4 | 28.3 |
| Corrections | 12.1 | 19.0 | 31.1 |
| Education | 9.0 | 18.5 | 27.5 |
| Environmental Quality | 10.4 | 20.3 | 30.7 |
| Executive Office | 3.2 | 5.6 | 8.8 |
| Family Independence Agency | 10.5 | 18.9 | 29.4 |
| History Arts and Libraries | 9.4 | 18.9 | 28.3 |
| Information Technology | 10.1 | 20.0 | 30.1 |
| Management and Budget | 10.1 | 20.2 | 30.3 |
| Military and Veterans Affairs | 11.2 | 18.1 | 29.3 |
| Natural Resources | 8.8 | 18.1 | 26.9 |
| State | 10.3 | 19.1 | 29.4 |
| State Police | 10.6 | 19.6 | 30.2 |
| Transportation | 10.0 | 19.0 | 29.0 |
| Treasury | 10.6 | 19.4 | 30.0 |
| STATEWIDE AVERAGE | 10.9 | 19.0 | 29.9 |

Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-27-03.

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)**

Fiscal Years 1998-99 through 2002-03

| DEPARTMENT | 1998-99 | 1999-00 | 2000-01 | 2001-02 | 2002-03 |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|
| Agriculture | 9.3 | 8.8 | 6.2 | 7.3 | 9.4 |
| Attorney General | 8.7 | 9.5 | 9.2 | 8.9 | 9.6 |
| Auditor General | 7.8 | 10.5 | 7.9 | 8.5 | 10.6 |
| Career Development | -- | -- | 9.3 | 9.8 | 10.5 |
| Civil Rights | 11.1 | 10.7 | 10.2 | 10.9 | 10.3 |
| Civil Service | 10.1 | 10.0 | 8.9 | 10.1 | 10.8 |
| Community Health | 10.8 | 11.0 | 10.9 | 11.5 | 10.9 |
| Consumer and Industry Services | 9.5 | 9.9 | 9.4 | 10.4 | 9.9 |
| Corrections | 10.9 | 11.0 | 10.0 | 11.3 | 12.1 |
| Education | 9.7 | 8.0 | 8.2 | 11.1 | 9.0 |
| Environmental Quality | 9.4 | 9.3 | 8.4 | 9.3 | 10.4 |
| Executive Office | 5.7 | 5.9 | 6.1 | 8.2 | 3.2 |
| Family Independence Agency | 10.3 | 10.5 | 10.2 | 11.0 | 10.5 |
| History Arts and Libraries | -- | -- | -- | 5.8 | 9.4 |
| Information Technology | -- | -- | -- | -- | 10.1 |
| Management and Budget | 9.2 | 9.2 | 7.9 | 8.7 | 10.1 |
| Military and Veterans Affairs | 10.6 | 10.6 | 10.1 | 9.9 | 11.2 |
| Natural Resources | 8.6 | 8.7 | 3.6 | 4.2 | 8.8 |
| State | 10.3 | 10.5 | 8.8 | 9.3 | 10.3 |
| State Police | 8.7 | 9.4 | 8.5 | 11.6 | 10.6 |
| Transportation | 9.0 | 9.4 | 8.1 | 8.8 | 10.0 |
| Treasury | 9.8 | 9.9 | 8.2 | 9.6 | 10.6 |
| STATEWIDE AVERAGE | 10.2 | 10.4 | 9.3 | 10.3 | 10.9 |

Source: Main, MIDB Civil Service HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY HRS DEPARTMENT

Fiscal Year 2002-03

| DEPARTMENT NAME | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE |
|------------------------------|------------------------|------------------------------------|-------------------------------|------------------------------|
| AGRICULTURE | 510 | 38,184 | 74.9 | 9.4 |
| ATTORNEY GENERAL | 427 | 32,632 | 76.4 | 9.6 |
| AUDITOR GENERAL | 136 | 11,522 | 84.7 | 10.6 |
| CAREER DEVELOPMENT | 862 | 72,317 | 83.9 | 10.5 |
| CIVIL RIGHTS | 134 | 11,033 | 82.3 | 10.3 |
| CIVIL SERVICE | 175 | 15,128 | 86.4 | 10.8 |
| COMMUNITY HEALTH | 4,504 | 392,612 | 87.2 | 10.9 |
| CONSUMER & INDUSTRY SERVICES | 3,043 | 241,716 | 79.4 | 9.9 |
| CORRECTIONS | 16,660 | 1,607,957 | 96.5 | 12.1 |
| EDUCATION | 281 | 20,233 | 72.0 | 9.0 |
| ENVIRONMENTAL QUALITY | 1,262 | 105,104 | 83.3 | 10.4 |
| EXECUTIVE OFFICE | 27 | 692 | 25.6 | 3.2 |
| FAMILY INDEPENDENCE AGENCY | 10,177 | 852,074 | 83.7 | 10.5 |
| HISTORY ARTS AND LIBRARIES | 191 | 14,392 | 75.4 | 9.4 |
| INFORMATION TECHNOLOGY | 1,593 | 128,383 | 80.6 | 10.1 |
| MANAGEMENT & BUDGET | 1,130 | 91,388 | 80.9 | 10.1 |
| MILITARY AFFAIRS | 895 | 80,488 | 89.9 | 11.2 |
| NATURAL RESOURCES | 1,432 | 100,443 | 70.1 | 8.8 |
| STATE | 1,690 | 139,247 | 82.4 | 10.3 |
| STATE POLICE | 2,610 | 221,035 | 84.7 | 10.6 |
| TRANSPORTATION | 2,493 | 199,430 | 80.0 | 10.0 |
| TREASURY | 1,373 | 116,808 | 85.1 | 10.6 |
| STATEWIDE | 51,605 | 4,492,816 | 87.1 | 10.9 |

NOTE: Sick leave calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

MAIN MIDB CIVIL SERVICE WORKFORCE 28

REPORT SEQUENCE: DEPT_DESC

TABLES USED: HRM_EMPLOYEES, PROFILE_HRS_PAY_PERIOD

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

Pay Period Ending September 27, 2003

| DEPARTMENT NAME | ANNUAL LEAVE | | | | DEFERRED HOURS | | | |
|----------------------------|---------------------|---------------------------------|-------------------------------|------------------------------|---------------------|---------------------------------|-------------------------------|------------------------------|
| | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE |
| AGRICULTURE | 563 | 83,344 | 148.0 | 18.5 | 0 | 0.0 | 0.0 | 0.0 |
| ATTORNEY GENERAL | 476 | 75,184 | 157.9 | 19.7 | 2 | 75.5 | 37.8 | 4.7 |
| AUDITOR GENERAL | 147 | 21,737 | 147.9 | 18.5 | 1 | 3.5 | 3.5 | 0.4 |
| CAREER DEVELOPMENT | 907 | 141,963 | 156.5 | 19.6 | 0 | 0.0 | 0.0 | 0.0 |
| CIVIL RIGHTS | 142 | 20,976 | 147.7 | 18.5 | 0 | 0.0 | 0.0 | 0.0 |
| CIVIL SERVICE | 186 | 31,207 | 167.8 | 21.0 | 2 | 80.0 | 40.0 | 5.0 |
| COMMUNITY HEALTH | 4,644 | 684,595 | 147.4 | 18.4 | 22 | 345.2 | 15.7 | 2.0 |
| CONSUMER & INDUSTRY SERVIC | 3,022 | 444,202 | 147.0 | 18.4 | 7 | 370.5 | 52.9 | 6.6 |
| CONSUMERS & INDUSTRY SERVI | 217 | 31,403 | 144.7 | 18.1 | 1 | 15.0 | 15.0 | 1.9 |
| CORRECTIONS | 17,642 | 2,683,142 | 152.1 | 19.0 | 38 | 709.3 | 18.7 | 2.3 |
| EDUCATION | 297 | 44,005 | 148.2 | 18.5 | 0 | 0.0 | 0.0 | 0.0 |
| ENVIRONMENTAL QUALITY | 1,358 | 220,372 | 162.3 | 20.3 | 2 | 48.4 | 24.2 | 3.0 |
| EXECUTIVE OFFICE | 42 | 1,879 | 44.7 | 5.6 | 0 | 0.0 | 0.0 | 0.0 |
| FAMILY INDEPENDENCE AGENCY | 10,757 | 1,622,418 | 150.8 | 18.9 | 36 | 1,461.8 | 40.6 | 5.1 |
| HISTORY ARTS AND LIBRARIES | 211 | 31,927 | 151.3 | 18.9 | 0 | 0.0 | 0.0 | 0.0 |
| INFORMATION TECHNOLOGY | 1,685 | 270,252 | 160.4 | 20.0 | 6 | 198.5 | 33.1 | 4.1 |
| MANAGEMENT & BUDGET | 1,214 | 196,033 | 161.5 | 20.2 | 4 | 76.0 | 19.0 | 2.4 |
| MILITARY AFFAIRS | 927 | 134,504 | 145.1 | 18.1 | 0 | 0.0 | 0.0 | 0.0 |
| NATURAL RESOURCES | 1,680 | 242,737 | 144.5 | 18.1 | 3 | 72.5 | 24.2 | 3.0 |
| STATE | 1,737 | 265,508 | 152.9 | 19.1 | 1 | 14.0 | 14.0 | 1.8 |
| STATE POLICE | 2,874 | 451,484 | 157.1 | 19.6 | 6 | 226.9 | 37.8 | 4.7 |
| TRANSPORTATION | 2,740 | 416,741 | 152.1 | 19.0 | 1 | 120.0 | 120.0 | 15.0 |
| TREASURY | 1,453 | 225,951 | 155.5 | 19.4 | 4 | 64.1 | 16.0 | 2.0 |
| STATEWIDE | 54,921 | 8,341,563 | 151.9 | 19.0 | 136 | 3,881.2 | 28.5 | 3.6 |

Note: Annual leave usage calculation does not include annual leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 31
 REPORT SEQUENCE: DEPT_DESC
 TABLES USED: HRM_EMPLOYEES, PROFILE_HRS_PAY_PERIOD

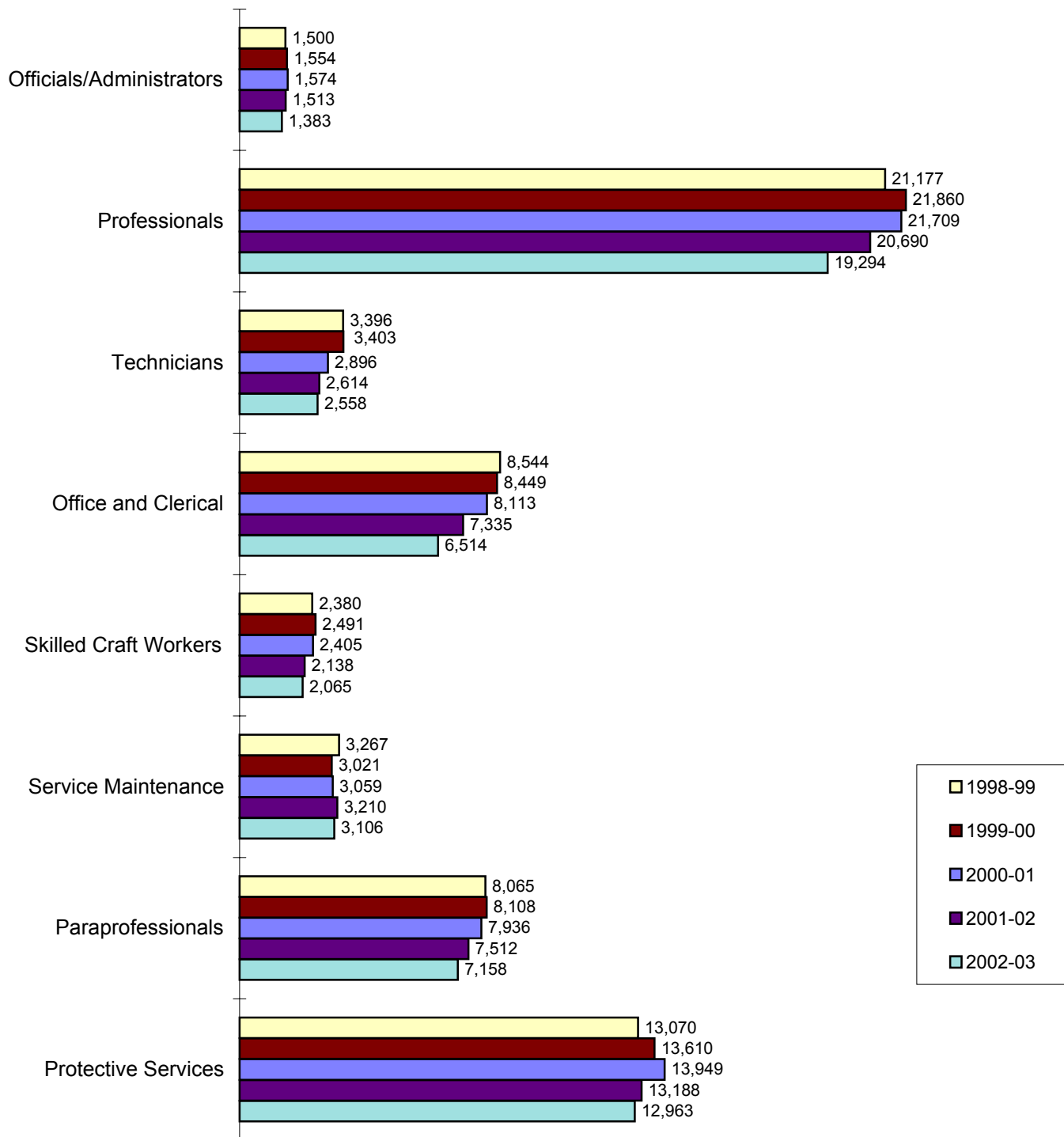
AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | 19 & UNDER | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65 - 69 | 70 & OVER | TOTAL |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|
| AGRICULTURE | 2 | 54 | 67 | 54 | 62 | 113 | 136 | 108 | 69 | 20 | 6 | 2 | 693 |
| ATTORNEY GENERAL | 0 | 0 | 11 | 47 | 57 | 62 | 98 | 96 | 74 | 24 | 4 | 0 | 473 |
| AUDITOR GENERAL | 1 | 8 | 29 | 23 | 28 | 23 | 19 | 12 | 6 | 2 | 0 | 0 | 151 |
| CAREER DEVELOPMENT | 3 | 14 | 26 | 60 | 63 | 114 | 192 | 241 | 132 | 50 | 2 | 4 | 901 |
| CIVIL RIGHTS | 0 | 2 | 14 | 14 | 14 | 14 | 19 | 33 | 17 | 2 | 0 | 0 | 129 |
| CIVIL SERVICE | 0 | 7 | 7 | 8 | 12 | 29 | 46 | 44 | 25 | 3 | 2 | 0 | 183 |
| COMMUNITY HEALTH | 22 | 145 | 212 | 325 | 367 | 631 | 1,165 | 971 | 450 | 137 | 16 | 4 | 4,445 |
| CONSUMER & INDUSTRY SERVICES | 18 | 122 | 177 | 241 | 288 | 433 | 680 | 694 | 423 | 120 | 29 | 9 | 3,234 |
| CORRECTIONS | 8 | 289 | 1,304 | 2,404 | 2,801 | 3,078 | 3,095 | 2,599 | 1,144 | 291 | 33 | 5 | 17,051 |
| EDUCATION | 0 | 7 | 7 | 13 | 16 | 41 | 72 | 67 | 55 | 22 | 0 | 3 | 303 |
| ENVIRONMENTAL QUALITY | 7 | 42 | 89 | 127 | 139 | 246 | 316 | 290 | 111 | 28 | 5 | 1 | 1,401 |
| EXECUTIVE OFFICE | 0 | 9 | 14 | 9 | 2 | 13 | 2 | 3 | 3 | 1 | 0 | 0 | 56 |
| FAMILY INDEPENDENCE AGENCY | 0 | 179 | 752 | 960 | 989 | 1,219 | 2,309 | 2,432 | 1,112 | 252 | 39 | 14 | 10,257 |
| HISTORY ARTS AND LIBRARIES | 10 | 38 | 16 | 32 | 37 | 23 | 42 | 50 | 26 | 9 | 3 | 4 | 290 |
| INFORMATION TECHNOLOGY | 6 | 65 | 93 | 140 | 198 | 304 | 378 | 348 | 143 | 45 | 4 | 1 | 1,725 |
| MANAGEMENT & BUDGET | 8 | 62 | 71 | 95 | 134 | 178 | 310 | 282 | 101 | 37 | 6 | 5 | 1,289 |
| MILITARY AFFAIRS | 8 | 26 | 45 | 87 | 102 | 164 | 191 | 203 | 81 | 33 | 8 | 4 | 952 |
| NATURAL RESOURCES | 116 | 331 | 232 | 269 | 220 | 315 | 405 | 338 | 181 | 108 | 42 | 35 | 2,592 |
| STATE | 22 | 112 | 106 | 135 | 201 | 281 | 400 | 377 | 164 | 43 | 6 | 4 | 1,851 |
| STATE POLICE | 0 | 46 | 290 | 556 | 537 | 448 | 450 | 245 | 94 | 17 | 3 | 2 | 2,688 |
| TRANSPORTATION | 13 | 203 | 218 | 286 | 377 | 470 | 562 | 470 | 238 | 48 | 13 | 1 | 2,899 |
| TREASURY | 6 | 44 | 78 | 98 | 156 | 253 | 330 | 299 | 151 | 51 | 9 | 1 | 1,476 |
| STATEWIDE TOTAL | 250 | 1,805 | 3,858 | 5,983 | 6,800 | 8,452 | 11,217 | 10,202 | 4,800 | 1,343 | 230 | 99 | 55,039 |
| AVERAGE AGE | 19.14 | 22.98 | 27.71 | 32.61 | 37.60 | 42.54 | 47.58 | 52.30 | 56.97 | 61.75 | 66.94 | 73.77 | 43.74 |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

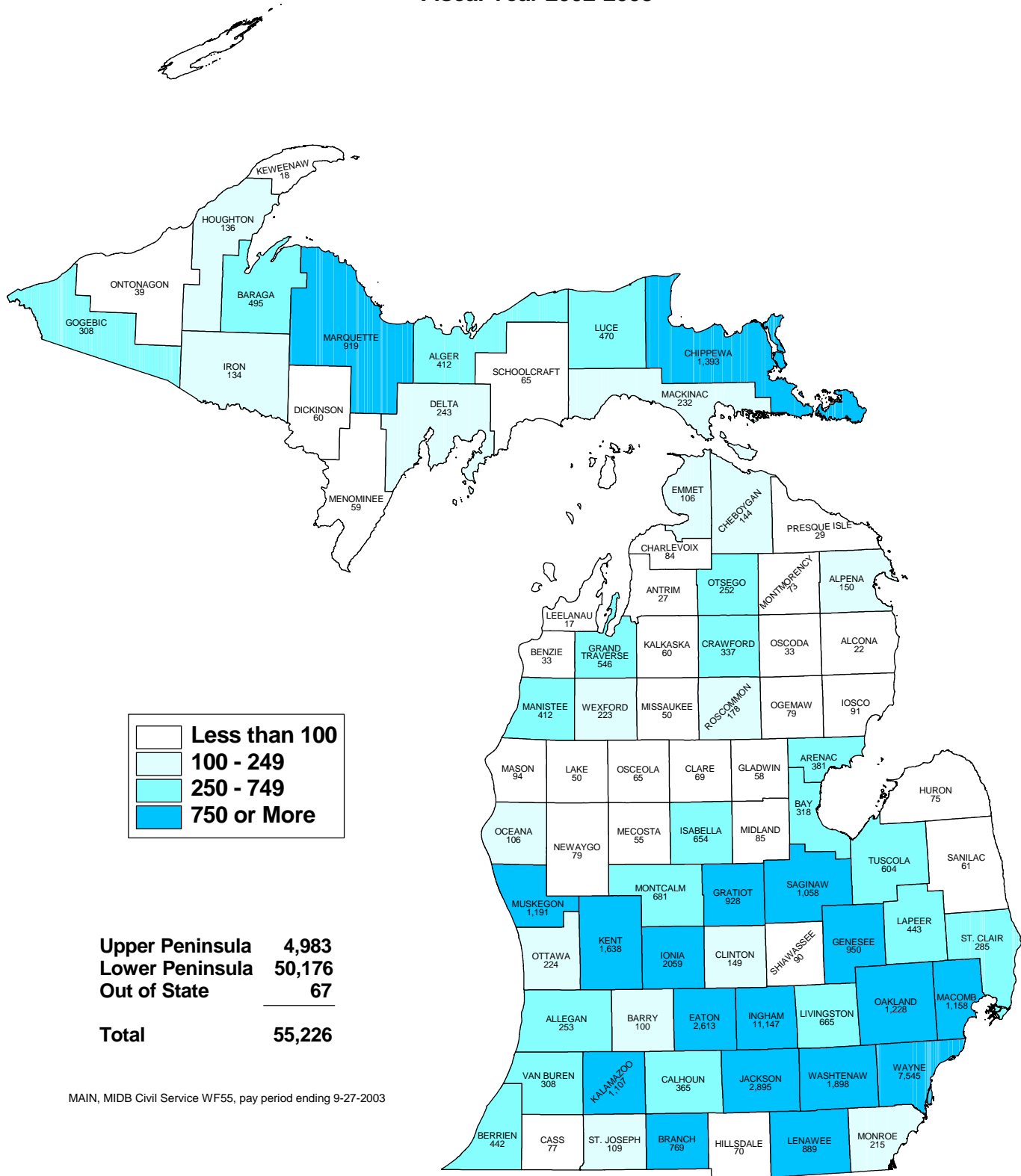
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1998-99 through 2002-03



2002-03 Grand Total: 55,041

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-27-03.

Graph 2-5



ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Table 2-11

PAY PERIOD ENDING DATE: SEP 27, 2003

| COUNTY | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|-------------------------|--------------------|
| ALCONA | 13 | 9 | 22 |
| ALGER | 402 | 10 | 412 |
| ALLEGAN | 201 | 52 | 253 |
| ALPENA | 129 | 21 | 150 |
| ANTRIM | 26 | 1 | 27 |
| ARENAC | 367 | 14 | 381 |
| BARAGA | 459 | 36 | 495 |
| BARRY | 74 | 26 | 100 |
| BAY | 270 | 48 | 318 |
| BENZIE | 25 | 8 | 33 |
| BERRIEN | 391 | 51 | 442 |
| BRANCH | 757 | 12 | 769 |
| CALHOUN | 328 | 37 | 365 |
| CASS | 68 | 9 | 77 |
| CHARLEVOIX | 30 | 54 | 84 |
| CHEBOYGAN | 84 | 60 | 144 |
| CHIPPEWA | 1,326 | 67 | 1,393 |
| CLARE | 44 | 25 | 69 |
| CLINTON | 124 | 25 | 149 |
| CRAWFORD | 234 | 103 | 337 |
| DELTA | 196 | 47 | 243 |
| DICKINSON | 52 | 8 | 60 |
| EATON | 2,450 | 163 | 2,613 |
| EMMET | 69 | 37 | 106 |
| GENESEE | 848 | 102 | 950 |
| GLADWIN | 47 | 11 | 58 |
| GOGEBIC | 293 | 15 | 308 |
| GRAND TRAVERSE | 497 | 49 | 546 |
| GRATIOT | 919 | 9 | 928 |
| HILLSDALE | 60 | 10 | 70 |
| HOUGHTON | 106 | 30 | 136 |
| HURON | 37 | 38 | 75 |
| INGHAM | 9,850 | 1,297 | 11,147 |
| IONIA | 1,999 | 60 | 2,059 |
| IOSCO | 53 | 38 | 91 |
| IRON | 120 | 14 | 134 |
| ISABELLA | 488 | 166 | 654 |
| JACKSON | 2,810 | 85 | 2,895 |
| KALAMAZOO | 1,005 | 102 | 1,107 |
| KALKASKA | 52 | 8 | 60 |
| KENT | 1,516 | 122 | 1,638 |
| KEWEENAW | 1 | 17 | 18 |
| LAKE | 49 | 1 | 50 |
| LAPEER | 415 | 28 | 443 |
| LEELANAU | 12 | 5 | 17 |

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Table 2-11

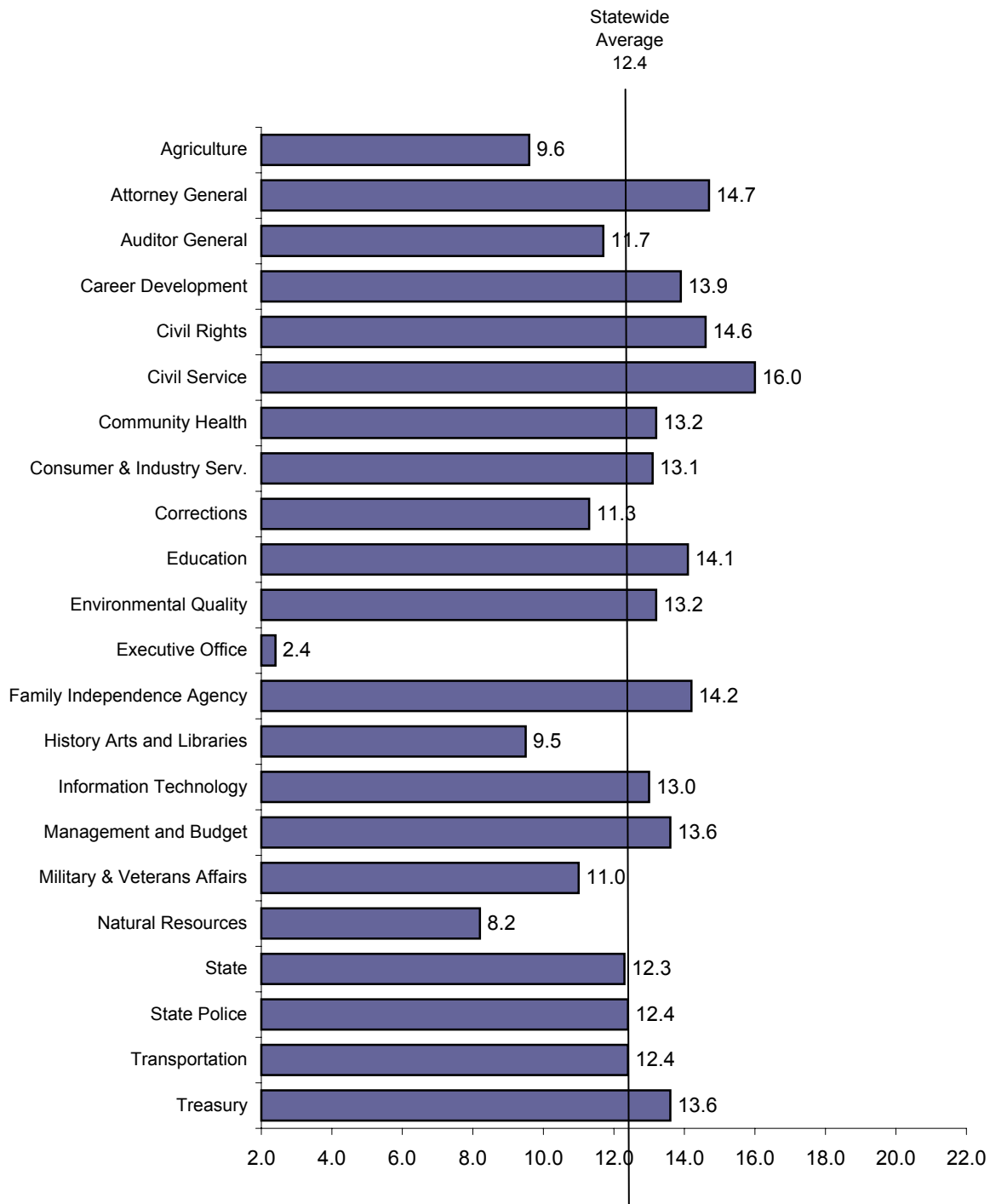
PAY PERIOD ENDING DATE: SEP 27, 2003

| COUNTY | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|-------------------------|--------------------|
| LENAWEE | 843 | 46 | 889 |
| LIVINGSTON | 547 | 118 | 665 |
| LUCE | 452 | 18 | 470 |
| MACKINAC | 131 | 101 | 232 |
| MACOMB | 1,058 | 100 | 1,158 |
| MANISTEE | 388 | 24 | 412 |
| MARQUETTE | 857 | 62 | 919 |
| MASON | 68 | 26 | 94 |
| MECOSTA | 51 | 4 | 55 |
| MENOMINEE | 43 | 16 | 59 |
| MIDLAND | 74 | 11 | 85 |
| MISSAUKEE | 44 | 6 | 50 |
| MONROE | 170 | 45 | 215 |
| MONTCALM | 666 | 15 | 681 |
| MONTMORENCY | 60 | 13 | 73 |
| MUSKEGON | 1,111 | 80 | 1,191 |
| NEWAYGO | 71 | 8 | 79 |
| OAKLAND | 1,024 | 204 | 1,228 |
| OCEANA | 54 | 52 | 106 |
| OGEMAW | 60 | 19 | 79 |
| ONTONAGON | 27 | 12 | 39 |
| OSCEOLA | 60 | 5 | 65 |
| OSCODA | 29 | 4 | 33 |
| OTSEGO | 229 | 23 | 252 |
| OTTAWA | 165 | 59 | 224 |
| OUT OF STATE | 62 | 5 | 67 |
| PRESQUE ISLE | 17 | 12 | 29 |
| ROSCOMMON | 140 | 38 | 178 |
| SAGINAW | 1,020 | 38 | 1,058 |
| SANILAC | 54 | 7 | 61 |
| SCHOOLCRAFT | 45 | 20 | 65 |
| SHIAWASSEE | 82 | 8 | 90 |
| ST CLAIR | 214 | 71 | 285 |
| ST JOSEPH | 102 | 7 | 109 |
| STATEWIDE | 836 | 86 | 922 |
| TUSCOLA | 534 | 70 | 604 |
| VAN BUREN | 255 | 53 | 308 |
| WASHTENAW | 1,796 | 102 | 1,898 |
| WAYNE | 7,102 | 443 | 7,545 |
| WEXFORD | 182 | 41 | 223 |
| GRAND TOTAL: | 50,019 | 5,202 | 55,221 |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT**Fiscal Year 2002-03**

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-27-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|------------|------------|-----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|------------|------------|----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| AGRICULTURE | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 156 | 151 | 5 | 8 | 3 | 0 | 0 | 3 | 0 | 4 | 2 | 1 | 166 | 167 | 2 | 1 |
| 6 - 10 YEARS | 38 | 33 | 3 | 6 | 0 | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 42 | 43 | 1 | 1 |
| 11- 15 YEARS | 47 | 41 | 0 | 2 | 0 | 1 | 0 | 1 | 1 | 3 | 0 | 0 | 48 | 48 | 1 | 0 |
| 16 - 20 YEARS | 29 | 27 | 1 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 31 | 31 | 3 | 2 |
| 21 - 25 YEARS | 19 | 26 | 2 | 4 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 23 | 30 | 0 | 4 |
| 26 - 30 YEARS | 26 | 13 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 28 | 16 | 2 | 2 |
| 31 - 35 YEARS | 10 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 12 | 6 | 0 | 0 |
| 36 - 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 326 | 296 | 12 | 28 | 3 | 3 | 3 | 6 | 5 | 8 | 2 | 1 | 351 | 342 | 9 | 10 |
| MORE THAN 10 YEARS | 132 | 112 | 4 | 14 | 0 | 1 | 2 | 2 | 5 | 3 | 0 | 0 | 143 | 132 | 6 | 8 |
| AVERAGE YEARS | 9.8 | 8.8 | 10.2 | 13.6 | 1.0 | 10.0 | 20.0 | 10.5 | 24.6 | 6.0 | 0.5 | 1.0 | 10.0 | 9.1 | 14.6 | 20.0 |
| DEPARTMENT AVERAGE YEARS | 9.6 | | | | | | | | | | | | | | | |

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| ATTORNEY GENERAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 34 | 48 | 4 | 15 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 0 | 39 | 67 | 0 | 0 |
| 6 - 10 YEARS | 30 | 41 | 2 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 33 | 46 | 0 | 0 |
| 11- 15 YEARS | 27 | 37 | 0 | 4 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 28 | 44 | 0 | 1 |
| 16 - 20 YEARS | 28 | 32 | 4 | 6 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 32 | 40 | 1 | 2 |
| 21 - 25 YEARS | 23 | 28 | 3 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 27 | 32 | 0 | 1 |
| 26 - 30 YEARS | 38 | 20 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 40 | 22 | 2 | 1 |
| 31 - 35 YEARS | 13 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 5 | 1 | 0 |
| 36 - 40 YEARS | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 195 | 212 | 14 | 36 | 0 | 1 | 4 | 9 | 1 | 1 | 0 | 0 | 214 | 259 | 4 | 5 |
| MORE THAN 10 YEARS | 131 | 123 | 8 | 16 | 0 | 1 | 2 | 6 | 1 | 0 | 0 | 0 | 142 | 146 | 4 | 5 |
| AVERAGE YEARS | 16.7 | 13.7 | 14.1 | 11.2 | 0.0 | 24.0 | 14.5 | 11.7 | 15.0 | 4.0 | 0.0 | 0.0 | 16.5 | 13.3 | 25.8 | 19.8 |

DEPARTMENT AVERAGE YEARS **14.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|-----------|----------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|-----------|-----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| AUDITOR GENERAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 20 | 31 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 21 | 33 | 0 | 0 |
| 6 - 10 YEARS | 10 | 21 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 23 | 0 | 0 |
| 11- 15 YEARS | 1 | 12 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 13 | 0 | 0 |
| 16 - 20 YEARS | 11 | 10 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 10 | 0 | 2 |
| 21 - 25 YEARS | 7 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 5 | 0 | 1 |
| 26 - 30 YEARS | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 1 | 0 |
| 31 - 35 YEARS | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 |
| 36 - 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 63 | 79 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 67 | 84 | 1 | 3 |
| MORE THAN 10 YEARS | 33 | 27 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36 | 28 | 1 | 3 |
| AVERAGE YEARS | 15.4 | 8.9 | 16.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 15.4 | 8.7 | 29.0 | 18.3 |

DEPARTMENT AVERAGE YEARS **11.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|-------------|------------|-----------|------------|------------------------------------|----------|-----------|-----------|----------------------------|-----------|---------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CAREER DEVELOPMENT | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 79 | 103 | 23 | 47 | 0 | 3 | 5 | 9 | 0 | 6 | 3 | 0 | 110 | 168 | 5 | 1 |
| 6 - 10 YEARS | 27 | 52 | 10 | 20 | 1 | 0 | 1 | 4 | 1 | 3 | 0 | 0 | 40 | 79 | 5 | 3 |
| 11- 15 YEARS | 46 | 47 | 10 | 24 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 58 | 75 | 14 | 8 |
| 16 - 20 YEARS | 27 | 38 | 5 | 20 | 1 | 1 | 1 | 4 | 0 | 1 | 0 | 0 | 34 | 64 | 5 | 4 |
| 21 - 25 YEARS | 29 | 42 | 11 | 19 | 0 | 2 | 1 | 6 | 0 | 0 | 0 | 0 | 41 | 69 | 12 | 5 |
| 26 - 30 YEARS | 35 | 53 | 9 | 21 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 47 | 74 | 6 | 9 |
| 31 - 35 YEARS | 13 | 11 | 2 | 9 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 15 | 21 | 5 | 2 |
| 36 - 40 YEARS | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 259 | 348 | 71 | 160 | 3 | 6 | 12 | 28 | 1 | 10 | 3 | 0 | 349 | 552 | 53 | 32 |
| MORE THAN 10 YEARS | 153 | 193 | 38 | 93 | 2 | 3 | 6 | 15 | 0 | 1 | 0 | 0 | 199 | 305 | 43 | 28 |
| AVERAGE YEARS | 14.3 | 13.9 | 13.7 | 14.1 | 17.7 | 11.8 | 12.6 | 13.0 | 7.0 | 5.6 | 1.0 | 0.0 | 14.0 | 13.7 | 18.8 | 19.9 |
| DEPARTMENT AVERAGE YEARS | 13.9 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|-----------|-----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|-----------|-----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CIVIL RIGHTS | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 7 | 11 | 7 | 12 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 14 | 27 | 0 | 0 |
| 6 - 10 YEARS | 2 | 4 | 3 | 8 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 5 | 15 | 0 | 0 |
| 11- 15 YEARS | 0 | 2 | 2 | 5 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 4 | 8 | 0 | 0 |
| 16 - 20 YEARS | 1 | 2 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 0 |
| 21 - 25 YEARS | 2 | 4 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 9 | 0 | 1 |
| 26 - 30 YEARS | 4 | 6 | 1 | 7 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 7 | 15 | 0 | 0 |
| 31 - 35 YEARS | 1 | 4 | 4 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 7 | 0 | 0 |
| 36 - 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 17 | 34 | 18 | 44 | 0 | 1 | 5 | 6 | 1 | 3 | 0 | 0 | 41 | 88 | 0 | 1 |
| MORE THAN 10 YEARS | 8 | 19 | 8 | 24 | 0 | 0 | 5 | 2 | 1 | 1 | 0 | 0 | 22 | 46 | 0 | 1 |
| AVERAGE YEARS | 14.7 | 15.8 | 13.2 | 14.3 | 0.0 | 6.0 | 21.6 | 12.0 | 31.0 | 6.0 | 0.0 | 0.0 | 15.3 | 14.3 | 0.0 | 24.0 |

DEPARTMENT AVERAGE YEARS **14.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|------------|----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|-----------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CIVIL SERVICE | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 6 | 23 | 1 | 6 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 8 | 30 | 0 | 0 |
| 6 - 10 YEARS | 3 | 16 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 18 | 0 | 1 |
| 11- 15 YEARS | 5 | 16 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 5 | 21 | 0 | 0 |
| 16 - 20 YEARS | 5 | 13 | 0 | 7 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 5 | 24 | 1 | 2 |
| 21 - 25 YEARS | 5 | 15 | 2 | 6 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 8 | 22 | 1 | 1 |
| 26 - 30 YEARS | 7 | 21 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 9 | 24 | 2 | 3 |
| 31 - 35 YEARS | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 33 | 107 | 4 | 24 | 2 | 3 | 2 | 4 | 0 | 4 | 0 | 0 | 41 | 142 | 4 | 7 |
| MORE THAN 10 YEARS | 24 | 68 | 3 | 17 | 2 | 2 | 1 | 4 | 0 | 3 | 0 | 0 | 30 | 94 | 4 | 6 |
| AVERAGE YEARS | 17.6 | 15.4 | 21.0 | 15.8 | 27.0 | 13.7 | 13.5 | 19.3 | 0.0 | 10.8 | 0.0 | 0.0 | 18.2 | 15.4 | 24.8 | 21.4 |

DEPARTMENT AVERAGE YEARS **16.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|--------------|--------------|------------|------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|----------|--------------|--------------|-----------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| COMMUNITY HEALTH | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 372 | 638 | 90 | 191 | 5 | 5 | 15 | 14 | 18 | 22 | 4 | 6 | 504 | 876 | 4 | 1 |
| 6 - 10 YEARS | 233 | 287 | 41 | 74 | 4 | 4 | 10 | 5 | 10 | 18 | 0 | 0 | 298 | 388 | 5 | 8 |
| 11- 15 YEARS | 93 | 233 | 39 | 86 | 0 | 3 | 10 | 5 | 5 | 17 | 0 | 0 | 147 | 344 | 8 | 22 |
| 16 - 20 YEARS | 138 | 246 | 39 | 97 | 1 | 3 | 5 | 16 | 9 | 12 | 0 | 0 | 192 | 374 | 26 | 21 |
| 21 - 25 YEARS | 212 | 284 | 87 | 109 | 2 | 5 | 8 | 10 | 5 | 9 | 0 | 0 | 314 | 417 | 22 | 36 |
| 26 - 30 YEARS | 180 | 239 | 25 | 38 | 1 | 2 | 1 | 5 | 5 | 2 | 0 | 0 | 212 | 286 | 22 | 17 |
| 31 - 35 YEARS | 32 | 39 | 4 | 6 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 37 | 46 | 3 | 1 |
| 36 - 40 YEARS | 4 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 6 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 1,264 | 1,971 | 325 | 603 | 13 | 22 | 50 | 55 | 52 | 81 | 4 | 6 | 1,708 | 2,738 | 90 | 106 |
| MORE THAN 10 YEARS | 659 | 1,046 | 194 | 338 | 4 | 13 | 25 | 36 | 24 | 41 | 0 | 0 | 906 | 1,474 | 81 | 97 |
| AVERAGE YEARS | 13.8 | 13.0 | 14.2 | 12.9 | 10.9 | 14.2 | 11.7 | 14.4 | 11.7 | 11.7 | 0.3 | 0.3 | 13.7 | 12.9 | 20.7 | 19.9 |
| DEPARTMENT AVERAGE YEARS | 13.2 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---|------------|--------------|------------|-------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|----------|--------------|--------------|-----------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CONSUMER & INDUSTRY SERVICES | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 221 | 446 | 59 | 270 | 1 | 3 | 12 | 22 | 7 | 11 | 1 | 8 | 301 | 760 | 0 | 3 |
| 6 - 10 YEARS | 131 | 188 | 15 | 59 | 0 | 0 | 2 | 2 | 2 | 6 | 0 | 0 | 150 | 255 | 0 | 5 |
| 11- 15 YEARS | 119 | 214 | 29 | 75 | 1 | 2 | 3 | 12 | 2 | 7 | 0 | 0 | 154 | 310 | 11 | 34 |
| 16 - 20 YEARS | 103 | 169 | 30 | 71 | 2 | 5 | 9 | 12 | 5 | 3 | 0 | 0 | 149 | 260 | 11 | 21 |
| 21 - 25 YEARS | 87 | 187 | 28 | 77 | 0 | 4 | 5 | 6 | 0 | 3 | 0 | 0 | 120 | 277 | 19 | 30 |
| 26 - 30 YEARS | 112 | 173 | 16 | 79 | 1 | 3 | 1 | 4 | 2 | 2 | 0 | 0 | 132 | 261 | 12 | 23 |
| 31 - 35 YEARS | 29 | 42 | 2 | 12 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 31 | 56 | 4 | 6 |
| 36 - 40 YEARS | 6 | 4 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 9 | 1 | 2 |
| MORE THAN 40 YEARS | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| DEPARTMENT TOTAL | 809 | 1,423 | 180 | 648 | 5 | 17 | 32 | 61 | 18 | 32 | 1 | 8 | 1,045 | 2,189 | 58 | 124 |
| MORE THAN 10 YEARS | 457 | 789 | 106 | 319 | 4 | 14 | 18 | 37 | 9 | 15 | 0 | 0 | 594 | 1,174 | 58 | 116 |
| AVERAGE YEARS | 14.0 | 13.3 | 13.1 | 11.9 | 15.8 | 17.3 | 11.6 | 12.6 | 11.3 | 10.8 | 1.0 | 1.6 | 13.7 | 12.8 | 22.5 | 20.0 |
| DEPARTMENT AVERAGE YEARS | | | | 13.1 | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|--------------|--------------|--------------|--------------|------------------------------------|-----------|------------|------------|----------------------------|-----------|---------------|-----------|---------------|--------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| CORRECTIONS | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 2,525 | 1,225 | 327 | 426 | 44 | 19 | 55 | 45 | 16 | 7 | 28 | 14 | 2,995 | 1,736 | 8 | 2 |
| 6 - 10 YEARS | 2,069 | 938 | 260 | 291 | 64 | 20 | 66 | 34 | 9 | 3 | 0 | 0 | 2,468 | 1,286 | 20 | 15 |
| 11- 15 YEARS | 2,241 | 717 | 200 | 178 | 72 | 15 | 55 | 20 | 7 | 3 | 0 | 0 | 2,575 | 933 | 97 | 42 |
| 16 - 20 YEARS | 1,956 | 566 | 323 | 331 | 41 | 15 | 35 | 14 | 4 | 3 | 0 | 0 | 2,359 | 929 | 154 | 57 |
| 21 - 25 YEARS | 590 | 242 | 69 | 73 | 11 | 4 | 4 | 7 | 0 | 1 | 0 | 0 | 674 | 327 | 68 | 24 |
| 26 - 30 YEARS | 424 | 152 | 51 | 50 | 5 | 0 | 6 | 2 | 1 | 0 | 0 | 0 | 487 | 204 | 50 | 10 |
| 31 - 35 YEARS | 41 | 18 | 7 | 5 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 50 | 23 | 3 | 0 |
| 36 - 40 YEARS | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 9,848 | 3,860 | 1,238 | 1,354 | 237 | 73 | 223 | 122 | 37 | 17 | 28 | 14 | 11,611 | 5,440 | 401 | 150 |
| MORE THAN 10 YEARS | 5,254 | 1,697 | 651 | 637 | 129 | 34 | 102 | 43 | 12 | 7 | 0 | 0 | 6,148 | 2,418 | 373 | 133 |
| AVERAGE YEARS | 11.7 | 10.5 | 11.8 | 10.9 | 11.5 | 10.8 | 10.8 | 9.3 | 8.5 | 9.5 | 1.1 | 0.9 | 11.6 | 10.6 | 18.2 | 16.9 |
| DEPARTMENT AVERAGE YEARS | 11.3 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|------------|----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|-----------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| EDUCATION | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 27 | 64 | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 30 | 67 | 0 | 0 |
| 6 - 10 YEARS | 8 | 29 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 31 | 0 | 0 |
| 11- 15 YEARS | 5 | 27 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 5 | 30 | 0 | 2 |
| 16 - 20 YEARS | 4 | 23 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 5 | 27 | 0 | 1 |
| 21 - 25 YEARS | 4 | 24 | 1 | 2 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 5 | 29 | 2 | 3 |
| 26 - 30 YEARS | 11 | 37 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 40 | 1 | 2 |
| 31 - 35 YEARS | 1 | 6 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 | 0 | 1 |
| 36 - 40 YEARS | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 61 | 212 | 7 | 14 | 0 | 1 | 1 | 6 | 0 | 1 | 0 | 0 | 69 | 234 | 3 | 9 |
| MORE THAN 10 YEARS | 26 | 119 | 3 | 10 | 0 | 1 | 1 | 5 | 0 | 1 | 0 | 0 | 30 | 136 | 3 | 9 |
| AVERAGE YEARS | 12.0 | 14.4 | 11.7 | 18.9 | 0.0 | 23.0 | 18.0 | 16.3 | 0.0 | 17.0 | 0.0 | 0.0 | 12.1 | 14.7 | 26.0 | 23.3 |

DEPARTMENT AVERAGE YEARS **14.1**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|------------------------------|------------|------------|-----------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|-----------|---------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| ENVIRONMENTAL QUALITY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 184 | 163 | 8 | 7 | 0 | 1 | 3 | 5 | 4 | 5 | 0 | 0 | 199 | 181 | 0 | 0 |
| 6 - 10 YEARS | 87 | 75 | 1 | 4 | 0 | 1 | 0 | 1 | 6 | 4 | 0 | 0 | 94 | 85 | 1 | 2 |
| 11- 15 YEARS | 172 | 133 | 6 | 13 | 0 | 0 | 5 | 3 | 6 | 3 | 0 | 0 | 189 | 152 | 6 | 4 |
| 16 - 20 YEARS | 68 | 80 | 8 | 10 | 1 | 3 | 3 | 1 | 5 | 2 | 0 | 0 | 85 | 96 | 0 | 2 |
| 21 - 25 YEARS | 91 | 62 | 5 | 8 | 1 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 99 | 73 | 7 | 4 |
| 26 - 30 YEARS | 72 | 32 | 0 | 5 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 75 | 37 | 5 | 2 |
| 31 - 35 YEARS | 22 | 11 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 23 | 12 | 1 | 0 |
| 36 - 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 696 | 557 | 28 | 48 | 2 | 5 | 13 | 12 | 25 | 15 | 0 | 0 | 764 | 637 | 20 | 14 |
| MORE THAN 10 YEARS | 425 | 319 | 19 | 37 | 2 | 3 | 10 | 6 | 15 | 6 | 0 | 0 | 471 | 371 | 19 | 12 |
| AVERAGE YEARS | 13.8 | 12.4 | 13.0 | 15.8 | 21.5 | 13.2 | 13.9 | 10.5 | 13.6 | 10.8 | 0.0 | 0.0 | 13.8 | 12.6 | 21.1 | 17.7 |

DEPARTMENT AVERAGE YEARS **13.2**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|-----------|-----------|----------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|-----------|-----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| EXECUTIVE OFFICE | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 11 | 24 | 6 | 7 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 1 | 18 | 36 | 0 | 0 |
| 6 - 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11- 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 26 - 30 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 - 35 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 11 | 26 | 6 | 7 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 1 | 18 | 38 | 0 | 1 |
| MORE THAN 10 YEARS | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 |
| AVERAGE YEARS | 1.6 | 3.5 | 1.0 | 1.7 | 0.0 | 0.0 | 2.0 | 1.7 | 0.0 | 1.0 | 0.0 | 0.0 | 1.4 | 2.9 | 0.0 | 35.0 |

DEPARTMENT AVERAGE YEARS **2.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-----------------------------------|--------------|--------------|------------|--------------|------------------------------------|-----------|-----------|------------|----------------------------|-----------|---------------|----------|--------------|--------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| FAMILY INDEPENDENCE AGENCY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 348 | 1,378 | 133 | 872 | 4 | 8 | 25 | 92 | 5 | 18 | 0 | 1 | 515 | 2,369 | 0 | 12 |
| 6 - 10 YEARS | 248 | 732 | 110 | 392 | 4 | 16 | 17 | 65 | 5 | 9 | 0 | 0 | 384 | 1,214 | 2 | 26 |
| 11- 15 YEARS | 201 | 659 | 70 | 341 | 1 | 15 | 25 | 62 | 5 | 13 | 0 | 0 | 302 | 1,090 | 33 | 63 |
| 16 - 20 YEARS | 138 | 373 | 55 | 220 | 2 | 5 | 11 | 46 | 2 | 5 | 0 | 0 | 208 | 649 | 18 | 38 |
| 21 - 25 YEARS | 260 | 880 | 74 | 484 | 2 | 14 | 9 | 28 | 6 | 7 | 0 | 0 | 351 | 1,413 | 38 | 127 |
| 26 - 30 YEARS | 311 | 676 | 32 | 367 | 2 | 4 | 4 | 11 | 2 | 2 | 0 | 0 | 351 | 1,060 | 30 | 69 |
| 31 - 35 YEARS | 89 | 137 | 12 | 79 | 1 | 1 | 0 | 4 | 1 | 0 | 0 | 0 | 103 | 221 | 10 | 13 |
| 36 - 40 YEARS | 7 | 10 | 1 | 6 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 9 | 16 | 1 | 3 |
| MORE THAN 40 YEARS | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 1,603 | 4,845 | 488 | 2,761 | 16 | 63 | 92 | 308 | 26 | 54 | 0 | 1 | 2,225 | 8,032 | 132 | 351 |
| MORE THAN 10 YEARS | 1,007 | 2,735 | 245 | 1,497 | 8 | 39 | 50 | 151 | 16 | 27 | 0 | 0 | 1,326 | 4,449 | 130 | 313 |
| AVERAGE YEARS | 16.2 | 14.2 | 12.7 | 13.9 | 14.1 | 14.2 | 11.9 | 11.4 | 14.9 | 11.2 | 0.0 | 2.0 | 15.2 | 13.9 | 21.8 | 20.4 |
| DEPARTMENT AVERAGE YEARS | | | | 14.2 | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-----------------------------------|------------|------------|----------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|-----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| HISTORY ARTS AND LIBRARIES | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 47 | 60 | 3 | 0 | 2 | 1 | 1 | 1 | 1 | 1 | 10 | 22 | 64 | 85 | 0 | 1 |
| 6 - 10 YEARS | 15 | 14 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 17 | 15 | 2 | 0 |
| 11- 15 YEARS | 8 | 16 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 10 | 18 | 2 | 1 |
| 16 - 20 YEARS | 5 | 15 | 1 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 19 | 2 | 0 |
| 21 - 25 YEARS | 9 | 10 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 9 | 14 | 2 | 1 |
| 26 - 30 YEARS | 12 | 13 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 13 | 13 | 0 | 0 |
| 31 - 35 YEARS | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 0 |
| 36 - 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 100 | 130 | 5 | 6 | 6 | 2 | 2 | 4 | 1 | 2 | 10 | 22 | 124 | 166 | 9 | 3 |
| MORE THAN 10 YEARS | 38 | 56 | 2 | 6 | 2 | 1 | 1 | 3 | 0 | 0 | 0 | 0 | 43 | 66 | 7 | 2 |
| AVERAGE YEARS | 10.8 | 10.4 | 7.4 | 20.3 | 10.8 | 9.0 | 14.5 | 14.0 | 0.0 | 4.5 | 0.1 | 0.0 | 9.8 | 9.4 | 17.1 | 15.0 |

DEPARTMENT AVERAGE YEARS **9.5**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|-------------|------------|-----------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|-----------|---------------|-----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| INFORMATION TECHNOLOGY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 296 | 139 | 16 | 17 | 0 | 0 | 4 | 3 | 17 | 5 | 25 | 12 | 358 | 176 | 2 | 0 |
| 6 - 10 YEARS | 188 | 76 | 10 | 7 | 0 | 1 | 6 | 4 | 5 | 4 | 0 | 0 | 209 | 92 | 1 | 3 |
| 11- 15 YEARS | 98 | 99 | 16 | 12 | 1 | 0 | 2 | 4 | 4 | 3 | 1 | 0 | 122 | 118 | 10 | 11 |
| 16 - 20 YEARS | 75 | 86 | 15 | 23 | 0 | 1 | 3 | 2 | 8 | 6 | 0 | 0 | 101 | 118 | 10 | 5 |
| 21 - 25 YEARS | 72 | 75 | 11 | 19 | 1 | 0 | 3 | 4 | 1 | 4 | 0 | 0 | 88 | 102 | 11 | 1 |
| 26 - 30 YEARS | 84 | 78 | 6 | 10 | 0 | 0 | 1 | 5 | 1 | 1 | 0 | 0 | 92 | 94 | 4 | 3 |
| 31 - 35 YEARS | 29 | 17 | 3 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 34 | 18 | 4 | 1 |
| 36 - 40 YEARS | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 844 | 571 | 77 | 88 | 3 | 2 | 20 | 23 | 36 | 23 | 26 | 12 | 1,006 | 719 | 42 | 24 |
| MORE THAN 10 YEARS | 360 | 356 | 51 | 64 | 3 | 1 | 10 | 16 | 14 | 14 | 1 | 0 | 439 | 451 | 39 | 21 |
| AVERAGE YEARS | 11.9 | 14.7 | 14.7 | 15.9 | 22.3 | 13.0 | 13.6 | 16.9 | 9.9 | 13.9 | 1.3 | 0.5 | 11.8 | 14.7 | 19.9 | 17.2 |
| DEPARTMENT AVERAGE YEARS | 13.0 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------|------------|------------|-----------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|-----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| MANAGEMENT & BUDGET | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 164 | 184 | 6 | 14 | 0 | 1 | 4 | 2 | 2 | 3 | 13 | 25 | 189 | 229 | 2 | 1 |
| 6 - 10 YEARS | 76 | 87 | 9 | 8 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 86 | 98 | 1 | 1 |
| 11- 15 YEARS | 70 | 52 | 8 | 6 | 1 | 0 | 5 | 4 | 3 | 1 | 0 | 0 | 87 | 63 | 6 | 4 |
| 16 - 20 YEARS | 45 | 60 | 6 | 5 | 0 | 0 | 3 | 3 | 5 | 1 | 0 | 0 | 59 | 69 | 5 | 6 |
| 21 - 25 YEARS | 73 | 79 | 10 | 10 | 0 | 0 | 3 | 2 | 0 | 1 | 0 | 0 | 86 | 92 | 13 | 10 |
| 26 - 30 YEARS | 92 | 53 | 8 | 11 | 2 | 1 | 11 | 2 | 1 | 0 | 0 | 0 | 114 | 67 | 7 | 4 |
| 31 - 35 YEARS | 22 | 16 | 3 | 1 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 28 | 19 | 2 | 0 |
| 36 - 40 YEARS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 545 | 531 | 50 | 55 | 3 | 3 | 29 | 16 | 12 | 7 | 13 | 25 | 652 | 637 | 37 | 26 |
| MORE THAN 10 YEARS | 305 | 260 | 35 | 33 | 3 | 1 | 25 | 13 | 9 | 3 | 0 | 0 | 377 | 310 | 34 | 24 |
| AVERAGE YEARS | 14.5 | 12.6 | 17.3 | 15.3 | 24.7 | 13.7 | 20.6 | 18.3 | 14.3 | 10.7 | 0.4 | 0.2 | 14.8 | 12.5 | 21.7 | 19.7 |

DEPARTMENT AVERAGE YEARS **13.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|------------|-----------|------------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|----------|------------|------------|-----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| MILITARY AFFAIRS | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 116 | 140 | 19 | 63 | 0 | 0 | 4 | 5 | 2 | 5 | 1 | 0 | 142 | 213 | 0 | 1 |
| 6 - 10 YEARS | 63 | 73 | 2 | 25 | 0 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 68 | 101 | 2 | 0 |
| 11- 15 YEARS | 63 | 51 | 4 | 14 | 0 | 2 | 4 | 1 | 0 | 1 | 0 | 0 | 71 | 69 | 3 | 1 |
| 16 - 20 YEARS | 37 | 66 | 8 | 10 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 46 | 80 | 8 | 4 |
| 21 - 25 YEARS | 30 | 49 | 2 | 3 | 3 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 36 | 55 | 3 | 1 |
| 26 - 30 YEARS | 24 | 29 | 1 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27 | 34 | 1 | 2 |
| 31 - 35 YEARS | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 1 | 0 |
| 36 - 40 YEARS | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 340 | 411 | 36 | 120 | 6 | 5 | 12 | 13 | 2 | 6 | 1 | 0 | 397 | 555 | 18 | 9 |
| MORE THAN 10 YEARS | 161 | 198 | 15 | 32 | 6 | 4 | 5 | 6 | 0 | 1 | 0 | 0 | 187 | 241 | 16 | 8 |
| AVERAGE YEARS | 11.3 | 11.8 | 9.7 | 7.4 | 23.2 | 14.0 | 9.3 | 11.5 | 2.0 | 5.8 | 1.0 | 0.0 | 11.2 | 10.8 | 18.7 | 18.2 |

DEPARTMENT AVERAGE YEARS **11.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------|--------------|------------|-----------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| NATURAL RESOURCES | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 833 | 511 | 5 | 6 | 3 | 3 | 10 | 5 | 4 | 3 | 1 | 1 | 856 | 529 | 6 | 1 |
| 6 - 10 YEARS | 228 | 88 | 9 | 7 | 2 | 1 | 3 | 0 | 3 | 1 | 0 | 0 | 245 | 97 | 1 | 0 |
| 11- 15 YEARS | 157 | 83 | 6 | 7 | 4 | 1 | 3 | 5 | 0 | 1 | 0 | 0 | 170 | 97 | 3 | 3 |
| 16 - 20 YEARS | 133 | 72 | 7 | 3 | 7 | 1 | 2 | 5 | 0 | 0 | 0 | 0 | 149 | 81 | 7 | 3 |
| 21 - 25 YEARS | 91 | 51 | 4 | 4 | 1 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 98 | 57 | 4 | 1 |
| 26 - 30 YEARS | 108 | 25 | 0 | 2 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 113 | 29 | 3 | 4 |
| 31 - 35 YEARS | 54 | 6 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 55 | 7 | 5 | 1 |
| 36 - 40 YEARS | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 1 | 1 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 1,612 | 837 | 31 | 30 | 21 | 7 | 21 | 17 | 8 | 6 | 1 | 1 | 1,694 | 898 | 30 | 13 |
| MORE THAN 10 YEARS | 551 | 238 | 17 | 17 | 16 | 3 | 8 | 12 | 1 | 2 | 0 | 0 | 593 | 272 | 23 | 12 |
| AVERAGE YEARS | 8.8 | 6.5 | 12.1 | 12.6 | 15.5 | 9.4 | 9.2 | 12.5 | 5.9 | 8.5 | 0.0 | 0.0 | 9.0 | 6.9 | 18.4 | 20.5 |

DEPARTMENT AVERAGE YEARS **8.2**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT STATE | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|------------|--------------|-----------|------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|-----------|------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| LESS THAN 6 YEARS | 74 | 376 | 14 | 95 | 1 | 2 | 4 | 24 | 2 | 4 | 6 | 41 | 101 | 542 | 1 | 2 |
| 6 - 10 YEARS | 21 | 131 | 7 | 44 | 0 | 10 | 0 | 6 | 1 | 4 | 0 | 0 | 29 | 195 | 1 | 6 |
| 11- 15 YEARS | 26 | 154 | 4 | 66 | 1 | 1 | 3 | 17 | 2 | 1 | 0 | 0 | 36 | 239 | 4 | 31 |
| 16 - 20 YEARS | 25 | 149 | 10 | 63 | 1 | 2 | 3 | 6 | 2 | 5 | 0 | 0 | 41 | 225 | 3 | 25 |
| 21 - 25 YEARS | 32 | 135 | 6 | 46 | 0 | 2 | 0 | 12 | 0 | 3 | 0 | 0 | 38 | 198 | 3 | 15 |
| 26 - 30 YEARS | 46 | 88 | 4 | 18 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 52 | 110 | 9 | 6 |
| 31 - 35 YEARS | 9 | 24 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 26 | 1 | 1 |
| 36 - 40 YEARS | 1 | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 | 0 | 1 |
| MORE THAN 40 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| DEPARTMENT TOTAL | 234 | 1,065 | 45 | 335 | 3 | 17 | 12 | 69 | 7 | 17 | 6 | 41 | 307 | 1,544 | 22 | 88 |
| MORE THAN 10 YEARS | 139 | 558 | 24 | 196 | 2 | 5 | 8 | 39 | 4 | 9 | 0 | 0 | 177 | 807 | 20 | 80 |
| AVERAGE YEARS | 14.8 | 12.3 | 12.5 | 12.3 | 11.3 | 10.2 | 13.3 | 11.8 | 10.1 | 11.8 | 0.5 | 0.1 | 14.0 | 11.9 | 21.2 | 17.4 |

DEPARTMENT AVERAGE YEARS **12.3**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-------------------------|--------------|------------|------------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATE POLICE | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 425 | 188 | 11 | 13 | 0 | 1 | 5 | 3 | 1 | 1 | 0 | 0 | 442 | 206 | 0 | 0 |
| 6 - 10 YEARS | 535 | 123 | 41 | 10 | 18 | 0 | 17 | 0 | 4 | 1 | 0 | 0 | 615 | 134 | 3 | 0 |
| 11- 15 YEARS | 214 | 93 | 34 | 6 | 4 | 1 | 9 | 2 | 3 | 2 | 0 | 0 | 264 | 104 | 0 | 2 |
| 16 - 20 YEARS | 247 | 120 | 44 | 16 | 7 | 0 | 18 | 3 | 0 | 0 | 0 | 0 | 316 | 139 | 4 | 4 |
| 21 - 25 YEARS | 168 | 44 | 35 | 7 | 0 | 5 | 8 | 7 | 0 | 1 | 0 | 0 | 211 | 64 | 3 | 2 |
| 26 - 30 YEARS | 65 | 58 | 6 | 7 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 75 | 65 | 1 | 3 |
| 31 - 35 YEARS | 30 | 11 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 35 | 12 | 1 | 1 |
| 36 - 40 YEARS | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 1,690 | 638 | 175 | 60 | 30 | 7 | 61 | 15 | 8 | 5 | 0 | 0 | 1,964 | 725 | 12 | 12 |
| MORE THAN 10 YEARS | 730 | 327 | 123 | 37 | 12 | 6 | 39 | 12 | 3 | 3 | 0 | 0 | 907 | 385 | 9 | 12 |
| AVERAGE YEARS | 11.9 | 12.3 | 15.8 | 14.3 | 11.7 | 20.1 | 14.8 | 16.8 | 9.8 | 12.8 | 0.0 | 0.0 | 12.3 | 12.7 | 19.3 | 21.4 |

DEPARTMENT AVERAGE YEARS **12.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|--------------|------------|------------|-------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|-----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TRANSPORTATION | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 641 | 234 | 32 | 28 | 4 | 3 | 7 | 6 | 12 | 9 | 37 | 16 | 733 | 296 | 1 | 0 |
| 6 - 10 YEARS | 213 | 80 | 12 | 7 | 7 | 4 | 4 | 0 | 2 | 2 | 0 | 0 | 238 | 93 | 1 | 2 |
| 11- 15 YEARS | 327 | 124 | 28 | 14 | 3 | 3 | 7 | 1 | 5 | 2 | 0 | 0 | 370 | 144 | 18 | 9 |
| 16 - 20 YEARS | 221 | 94 | 27 | 17 | 6 | 1 | 13 | 5 | 4 | 1 | 0 | 0 | 271 | 118 | 18 | 11 |
| 21 - 25 YEARS | 117 | 99 | 22 | 14 | 6 | 2 | 9 | 3 | 3 | 0 | 0 | 0 | 157 | 118 | 10 | 14 |
| 26 - 30 YEARS | 133 | 52 | 16 | 14 | 7 | 0 | 11 | 1 | 1 | 0 | 0 | 0 | 168 | 67 | 18 | 7 |
| 31 - 35 YEARS | 65 | 15 | 1 | 4 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 70 | 19 | 8 | 3 |
| 36 - 40 YEARS | 26 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 30 | 2 | 5 | 0 |
| MORE THAN 40 YEARS | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 2 | 0 |
| DEPARTMENT TOTAL | 1,748 | 700 | 138 | 98 | 33 | 13 | 53 | 16 | 33 | 14 | 37 | 16 | 2,042 | 857 | 81 | 46 |
| MORE THAN 10 YEARS | 894 | 386 | 94 | 63 | 22 | 6 | 42 | 10 | 19 | 3 | 0 | 0 | 1,071 | 468 | 79 | 44 |
| AVERAGE YEARS | 12.1 | 12.5 | 14.7 | 14.8 | 16.6 | 11.2 | 18.0 | 13.1 | 15.0 | 6.0 | 0.2 | 0.4 | 12.4 | 12.4 | 22.8 | 20.8 |
| DEPARTMENT AVERAGE YEARS | | | | 12.4 | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---------------------------------|-------------|------------|-----------|------------|------------------------------------|----------|-----------|-----------|----------------------------|-----------|---------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| TREASURY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 142 | 216 | 12 | 37 | 0 | 1 | 3 | 3 | 10 | 8 | 2 | 1 | 169 | 266 | 1 | 2 |
| 6 - 10 YEARS | 82 | 118 | 11 | 25 | 0 | 2 | 3 | 3 | 1 | 2 | 0 | 0 | 97 | 150 | 4 | 1 |
| 11- 15 YEARS | 31 | 72 | 10 | 30 | 0 | 1 | 3 | 9 | 4 | 0 | 0 | 0 | 48 | 112 | 4 | 8 |
| 16 - 20 YEARS | 34 | 92 | 22 | 34 | 0 | 0 | 2 | 13 | 4 | 1 | 0 | 0 | 62 | 140 | 8 | 4 |
| 21 - 25 YEARS | 23 | 117 | 10 | 38 | 1 | 1 | 4 | 6 | 0 | 0 | 0 | 0 | 38 | 162 | 1 | 10 |
| 26 - 30 YEARS | 56 | 93 | 6 | 11 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 64 | 106 | 10 | 8 |
| 31 - 35 YEARS | 23 | 22 | 4 | 1 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 30 | 24 | 6 | 0 |
| 36 - 40 YEARS | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 2 | 1 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEPARTMENT TOTAL | 396 | 733 | 75 | 176 | 1 | 7 | 19 | 35 | 20 | 11 | 2 | 1 | 513 | 963 | 36 | 34 |
| MORE THAN 10 YEARS | 172 | 399 | 52 | 114 | 1 | 4 | 13 | 29 | 9 | 1 | 0 | 0 | 247 | 547 | 31 | 31 |
| AVERAGE YEARS | 12.5 | 13.8 | 15.5 | 14.4 | 22.0 | 17.0 | 16.5 | 15.8 | 9.5 | 5.1 | 1.0 | 0.0 | 13.0 | 13.9 | 22.1 | 20.2 |
| DEPARTMENT AVERAGE YEARS | 13.6 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

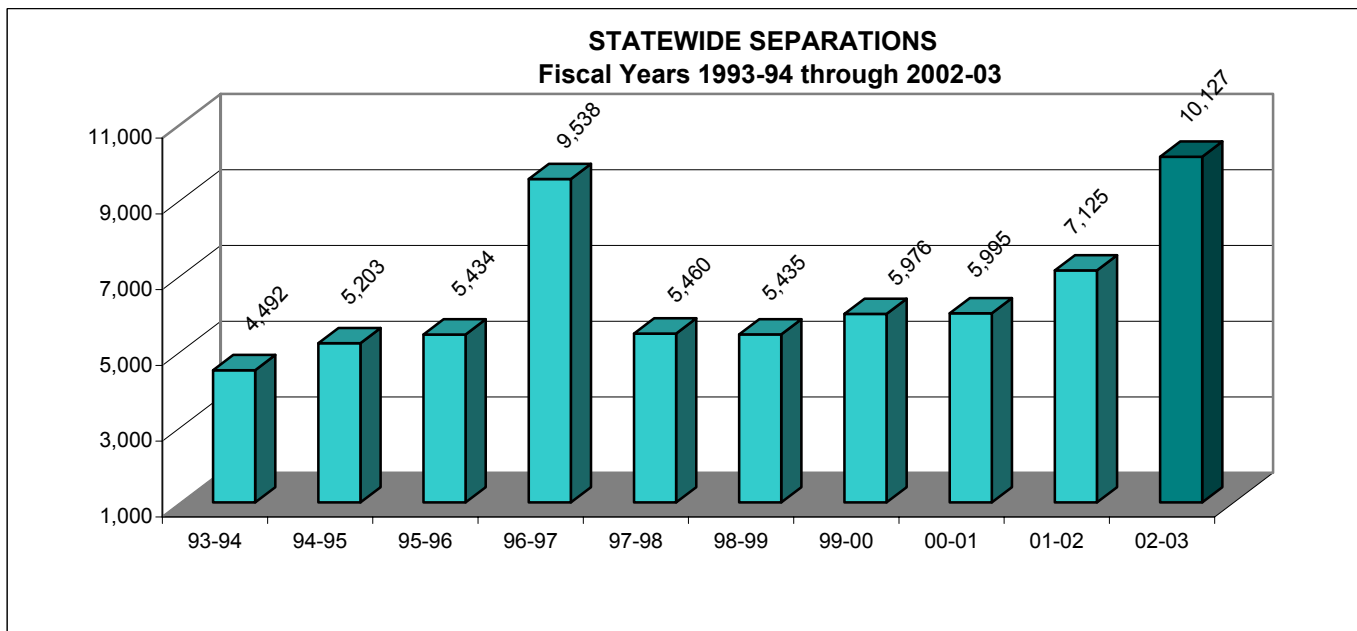
| HRS DEPARTMENT | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------|---------------|---------------|--------------|--------------|------------------------------------|------------|------------|------------|----------------------------|------------|---------------|------------|---------------|---------------|--------------|--------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTALS | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 6,728 | 6,353 | 785 | 2,137 | 67 | 51 | 160 | 252 | 101 | 117 | 133 | 149 | 7,974 | 9,059 | 32 | 28 |
| 6 - 10 YEARS | 4,307 | 3,206 | 547 | 997 | 102 | 65 | 134 | 129 | 50 | 61 | 0 | 0 | 5,140 | 4,458 | 50 | 74 |
| 11- 15 YEARS | 3,951 | 2,882 | 467 | 887 | 89 | 46 | 138 | 156 | 48 | 61 | 1 | 0 | 4,694 | 4,032 | 220 | 246 |
| 16 - 20 YEARS | 3,330 | 2,333 | 608 | 945 | 70 | 41 | 109 | 139 | 49 | 41 | 0 | 0 | 4,166 | 3,499 | 284 | 214 |
| 21 - 25 YEARS | 1,944 | 2,459 | 383 | 933 | 29 | 41 | 59 | 102 | 19 | 31 | 0 | 0 | 2,434 | 3,566 | 219 | 292 |
| 26 - 30 YEARS | 1,847 | 1,911 | 185 | 655 | 27 | 12 | 52 | 39 | 15 | 7 | 0 | 0 | 2,126 | 2,624 | 186 | 175 |
| 31 - 35 YEARS | 499 | 395 | 47 | 130 | 3 | 2 | 14 | 10 | 7 | 1 | 0 | 0 | 570 | 538 | 56 | 31 |
| 36 - 40 YEARS | 78 | 46 | 2 | 13 | 0 | 0 | 1 | 1 | 4 | 0 | 0 | 0 | 85 | 60 | 13 | 7 |
| MORE THAN 40 YEARS | 10 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 3 | 2 | 1 |
| STATEWIDE TOTAL | 22,694 | 19,586 | 3,027 | 6,699 | 387 | 258 | 667 | 828 | 293 | 319 | 134 | 149 | 27,202 | 27,839 | 1,062 | 1,068 |
| MORE THAN 10 YEARS | 11,659 | 10,027 | 1,695 | 3,565 | 218 | 142 | 373 | 447 | 142 | 141 | 1 | 0 | 14,088 | 14,322 | 980 | 966 |
| AVERAGE YEARS | 12.3 | 12.4 | 13.0 | 12.9 | 12.8 | 13.0 | 12.9 | 12.1 | 11.7 | 10.4 | 0.6 | 0.4 | 12.3 | 12.5 | 20.0 | 19.5 |
| STATEWIDE AVERAGE YEARS | 12.4 | | | | | | | | | | | | | | | |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2002-03

| SEPARATION REASON | TOTAL | PERCENT OF SEPARATIONS |
|--|---------------|------------------------|
| <i>INVOLUNTARY SEPARATIONS</i> | | |
| Death | 81 | 0.8% |
| Dismissal | 322 | 3.2% |
| Expired Appointment | 1,282 | 12.7% |
| Total Involuntary Separations | 1,685 | 16.6% |
| <i>VOLUNTARY SEPARATIONS</i> | | |
| Resigned Classified Employment | 1,745 | 17.2% |
| Layoff/Leave of Absence Rights Expired | 196 | 1.9% |
| Waived Rights Leave of Absence | 311 | 3.1% |
| Settlement | 5 | 0.0% |
| Total Voluntary Separations | 2,257 | 22.3% |
| <i>RETIREMENT</i> | | |
| Retirement | 519 | 5.1% |
| Early Retirement | 4,870 | 48.1% |
| Disability Retirement | 136 | 1.3% |
| Deferred Retirement | 116 | 1.1% |
| Total Retirements | 5,641 | 55.7% |
| <i>UNDEFINED SEPARATIONS</i> | 544 | |
| TOTAL SEPARATIONS | 10,127 | 94.6% |



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Statewide separations increased 42 percent from fiscal year 2001-02 to 2002-03. In fiscal years 1996-97 and 2001-02 and 2002-03, spikes in employee separations are directly related to early out retirement programs offered during those years.

NEW HIRES, RETURNS, AND SEPARATIONS BY HRS DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-29-2002 TO PAY PERIOD ENDING SEP-27-2003

| HRS DEPARTMENT NAME | NUMBER OF HIRES AND RETURNS | | | | | NUMBER OF SEPARATIONS AND LAYOFFS | | | | | | |
|------------------------------|-----------------------------|------------------|------------|-----------------------------------|--------------------|-----------------------------------|------------------|-------------|-------------|-------------------|-------------------|---------------|
| | CAREER HIRES | NON-CAREER HIRES | RECALLS | RETURNS FROM WAIVED RIGHTS LEAVES | TOTAL APPOINTMENTS | SEPARATIONS | SEASONAL LAYOFFS | RIF LAYOFFS | MED LAYOFFS | UNDEFINED LAYOFFS | TOTAL SEPARATIONS | NET TOTAL |
| AGRICULTURE | 115 | 33 | 1 | 1 | 150 | 113 | 0 | 0 | 0 | 0 | 113 | 37 |
| ATTORNEY GENERAL | 35 | 0 | 0 | 0 | 35 | 52 | 0 | 0 | 0 | 0 | 52 | -17 |
| AUDITOR GENERAL | 1 | 3 | 0 | 0 | 4 | 20 | 0 | 0 | 0 | 0 | 20 | -16 |
| CAREER DEVELOPMENT | 48 | 7 | 0 | 0 | 55 | 165 | 0 | 0 | 6 | 0 | 171 | -116 |
| CIVIL RIGHTS | 6 | 1 | 0 | 0 | 7 | 44 | 0 | 0 | 2 | 0 | 46 | -39 |
| CIVIL SERVICE | 8 | 1 | 0 | 0 | 9 | 31 | 0 | 0 | 0 | 0 | 31 | -22 |
| COMMUNITY HEALTH | 486 | 35 | 104 | 5 | 630 | 928 | 0 | 194 | 37 | 5 | 1,164 | -534 |
| CONSUMER & INDUSTRY SERVICES | 381 | 50 | 14 | 1 | 446 | 638 | 0 | 4 | 14 | 1 | 657 | -211 |
| CORRECTIONS | 766 | 19 | 30 | 7 | 822 | 1,257 | 0 | 35 | 35 | 10 | 1,337 | -515 |
| EDUCATION | 29 | 0 | 0 | 0 | 29 | 68 | 0 | 0 | 0 | 0 | 68 | -39 |
| ENVIRONMENTAL QUALITY | 65 | 26 | 0 | 0 | 91 | 143 | 0 | 0 | 3 | 1 | 147 | -56 |
| EXECUTIVE OFFICE | 32 | 0 | 0 | 0 | 32 | 17 | 0 | 0 | 0 | 0 | 17 | 15 |
| FAMILY INDEPENDENCE AGENCY | 693 | 2 | 60 | 1 | 756 | 2,186 | 0 | 25 | 104 | 3 | 2,318 | -1,562 |
| HISTORY ARTS AND LIBRARIES | 11 | 39 | 13 | 0 | 63 | 65 | 0 | 0 | 0 | 0 | 65 | -2 |
| INFORMATION TECHNOLOGY | 51 | 34 | 0 | 0 | 85 | 250 | 0 | 0 | 2 | 0 | 252 | -167 |
| MANAGEMENT & BUDGET | 62 | 40 | 2 | 0 | 104 | 183 | 0 | 1 | 1 | 1 | 186 | -82 |
| MILITARY AFFAIRS | 90 | 20 | 13 | 0 | 123 | 136 | 0 | 0 | 7 | 0 | 143 | -20 |
| NATURAL RESOURCES | 151 | 846 | 260 | 0 | 1257 | 1,213 | 7 | 0 | 2 | 0 | 1,222 | 35 |
| STATE | 50 | 119 | 2 | 0 | 171 | 294 | 0 | 0 | 9 | 0 | 303 | -132 |
| STATE POLICE | 75 | 0 | 0 | 0 | 75 | 276 | 0 | 0 | 3 | 0 | 279 | -204 |
| TRANSPORTATION | 226 | 147 | 31 | 0 | 404 | 562 | 1 | 0 | 2 | 1 | 566 | -162 |
| TREASURY | 130 | 24 | 1 | 1 | 156 | 431 | 0 | 0 | 9 | 0 | 440 | -284 |
| STATEWIDE TOTALS | 3,511 | 1,446 | 531 | 16 | 5,504 | 9,072 | 8 | 259 | 236 | 22 | 9,597 | -4,093 |

NOTE: This report reflects appointment status codes AA, AB, AC, AD, AE, AQ for Active Employees.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2003**

| Year | Average Classified Employment | Total Turnover Separations | Turnover Rate |
|---------|-------------------------------------|----------------------------------|------------------|
| 1943 | 14,923 | 5,700 | 38.2% |
| 1944 | 14,447 | 4,673 | 32.3% |
| 1945 | 15,506 | 5,508 | 35.5% |
| 1946 | 18,317 | 6,421 | 35.1% |
| 1947 | 20,281 | 6,989 | 34.5% |
| 1948 | 20,882 | 5,377 | 25.7% |
| 1949 | 22,191 | 4,050 | 18.3% |
| 1950 | 22,063 | 4,992 | 22.6% |
| 1951 | 21,844 | 5,248 | 24.0% |
| 1952 | 22,545 | 4,836 | 21.5% |
| 1953 | 23,013 | 4,915 | 21.4% |
| 1954 | 24,555 | 3,263 | 13.3% |
| 1955 | 25,174 | 3,683 | 14.6% |
| 1956 | 27,609 | 3,758 | 13.6% |
| 1957 | 28,997 | 3,236 | 11.2% |
| 1958 | 29,882 | 2,978 | 10.0% |
| 1959 | 29,822 | 3,141 | 10.5% |
| 1960 | 30,401 | 3,445 | 11.3% |
| 1961 | 31,561 | 3,132 | 9.9% |
| 1962 | 31,435 | 3,577 | 11.4% |
| 1963 | 31,781 | 3,430 | 10.8% |
| 1964 | 32,500 | 4,020 | 12.4% |
| 1965 | 34,477 | 5,625 | 16.3% |
| 1966 | 38,044 | 7,140 | 18.8% |
| 1967-68 | 41,822 | 7,022 | 16.8% |
| 1968-69 | 43,874 | 8,067 | 18.4% |
| 1969-70 | 45,742 | 7,400 | 16.2% |
| 1970-71 | 47,227 | 6,422 | 13.6% |
| 1971-72 | 48,908 | 6,545 | 13.4% |
| 1972-73 | 52,673 | 7,602 | 14.4% |
| 1973-74 | 53,502 | 7,880 | 14.7% |
| 1974-75 | 55,996 | 7,275 | 13.0% |
| 1975-76 | 57,856 | 8,232 | 14.2% |
| 1976-77 | 60,246 | 6,375 | 10.6% |
| 1977-78 | 64,456 | * | * |
| 1978-79 | 68,105 | 8,483 | 12.5% |

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2003**

| Year | Average Classified Employment | Total Turnover Separations | Turnover Rate |
|---------|-------------------------------------|----------------------------------|------------------|
| 1979-80 | 69,907 | 7,409 | 10.6% |
| 1980-81 | 67,246 | 6,268 | 9.3% |
| 1981-82 | 62,087 | 4,422 | 7.1% |
| 1982-83 | 59,511 | 4,431 | 7.4% |
| 1983-84 | 58,320 | 5,345 | 9.2% |
| 1984-85 | 58,283 | 3,726 | 6.4% |
| 1985-86 | 59,759 | 3,417 | 5.7% |
| 1986-87 | 61,386 | 3,272 | 5.3% |
| 1987-88 | 63,096 | 3,819 | 6.1% |
| 1988-89 | 64,560 | 3,886 | 6.0% |
| 1989-90 | 66,791 | 3,463 | 5.2% |
| 1990-91 | 65,029 | 3,312 | 5.1% |
| 1991-92 | 61,506 | 5,280 | 8.6% |
| 1992-93 | 60,987 | 2,659 | 4.4% |
| 1993-94 | 61,662 | 2,611 | 4.2% |
| 1994-95 | 62,672 | 3,183 | 5.1% |
| 1995-96 | 63,529 | 3,298 | 5.2% |
| 1996-97 | 60,502 | 7,506 | 12.4% |
| 1997-98 | 58,675 | 3,959 | 6.7% |
| 1998-99 | 60,066 | 4,252 | 7.1% |
| 1999-00 | 61,493 | 4,693 | 7.6% |
| 2000-01 | 62,057 | 4,366 | 7.0% |
| 2001-02 | 60,147 | 6,214 | 10.3% |
| 2002-03 | 54,866 | 8,845 | 16.1% |

* Turnover Figures for 1977-78 are not available.

Note: Turnover separations include all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Because of coding changes that occurred with implementation of PPRISM, starting in fiscal year 1986-87 waived rights leaves are counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Of the 8,845 turnover separations during fiscal year 2002-03, 4,870 (55%) were early retirements, and 1,745 (20%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

Table 3-5

| Department | Average Classified Employment | Separations Without Expired Appointments | Turnover Rate | Separations With Expired Appointments | Turnover Rate |
|----------------------------------|-------------------------------------|---|------------------|---|------------------|
| Agriculture | | | | | |
| 1998-99 | 632 | 24 | 3.8% | 132 | 20.9% |
| 1999-00 | 657 | 23 | 3.5% | 108 | 16.4% |
| 2000-01 | 697 | 29 | 4.2% | 226 | 32.4% |
| 2001-02 | 702 | 42 | 6.0% | 104 | 14.8% |
| 2002-03 | 635 | 110 | 17.3% | 124 | 19.5% |
| Attorney General | | | | | |
| 1998-99 | 549 | 26 | 4.7% | 28 | 5.1% |
| 1999-00 | 559 | 20 | 3.6% | 20 | 3.6% |
| 2000-01 | 558 | 36 | 6.5% | 36 | 6.5% |
| 2001-02 | 538 | 32 | 6.0% | 32 | 6.0% |
| 2002-03 | 474 | 54 | 11.4% | 54 | 11.4% |
| Auditor General | | | | | |
| 1998-99 | 169 | 21 | 12.4% | 24 | 14.2% |
| 1999-00 | 174 | 13 | 7.5% | 13 | 7.5% |
| 2000-01 | 179 | 10 | 5.6% | 10 | 5.6% |
| 2001-02 | 176 | 8 | 4.6% | 8 | 4.6% |
| 2002-03 | 157 | 13 | 8.3% | 13 | 8.3% |
| Career Development | | | | | |
| 1998-99 | 1,149 | 93 | 8.1% | 102 | 8.9% |
| 1999-00 | 1,055 | 72 | 6.8% | 77 | 7.3% |
| 2000-01 | 1,088 | 118 | 10.8% | 118 | 10.8% |
| 2001-02 | 1,079 | 88 | 8.2% | 91 | 8.4% |
| 2002-03 | 911 | 167 | 18.3% | 169 | 18.6% |
| CIS - Unemployment Agency | | | | | |
| 1998-99 | 1,298 | 143 | 11.0% | 146 | 11.2% |
| 1999-00 | 1,192 | 92 | 7.7% | 93 | 7.8% |
| 2000-01 ¹ | -- | -- | -- | -- | -- |
| 2001-02 | -- | -- | -- | -- | -- |
| 2002-03 | -- | -- | -- | -- | -- |
| Civil Rights | | | | | |
| 1998-99 | 163 | 11 | 6.7% | 16 | 9.8% |
| 1999-00 | 160 | 15 | 9.4% | 17 | 10.6% |
| 2000-01 | 166 | 19 | 11.4% | 22 | 13.3% |
| 2001-02 | 164 | 14 | 8.5% | 17 | 10.4% |
| 2002-03 | 135 | 42 | 31.1% | 42 | 31.1% |
| Civil Service | | | | | |
| 1998-99 | 207 | 8 | 3.9% | 9 | 4.3% |
| 1999-00 | 206 | 16 | 7.8% | 17 | 8.3% |
| 2000-01 | 206 | 11 | 5.3% | 12 | 5.8% |
| 2001-02 | 200 | 20 | 10.0% | 25 | 12.5% |
| 2002-03 | 176 | 23 | 13.1% | 26 | 14.8% |

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

| Department | Average Classified Employment | Separations Without Expired Appointments | Turnover Rate | Separations With Expired Appointments | Turnover Rate |
|---------------------------------------|-------------------------------------|---|------------------|---|------------------|
| Community Health | | | | | |
| 1998-99 | 5,810 | 442 | 7.6% | 484 | 8.3% |
| 1999-00 | 5,914 | 533 | 9.0% | 555 | 9.4% |
| 2000-01 | 5,838 | 517 | 8.9% | 673 | 11.5% |
| 2001-02 | 5,370 | 847 | 15.8% | 864 | 16.1% |
| 2002-03 | 4,465 | 970 | 21.7% | 992 | 22.2% |
| Consumer and Industry Services | | | | | |
| 1998-99 | 2,611 | 141 | 5.4% | 150 | 5.7% |
| 1999-00 | 2,651 | 160 | 6.0% | 171 | 6.5% |
| 2000-01 | 3,823 | 207 | 5.4% | 239 | 6.3% |
| 2001-02 | 3,735 | 470 | 12.6% | 476 | 12.7% |
| 2002-03 | 3,186 | 806 | 25.3% | 815 | 25.6% |
| Corrections | | | | | |
| 1998-99 | 17,063 | 1,016 | 6.0% | 1,062 | 6.2% |
| 1999-00 | 17,652 | 1,150 | 6.5% | 1,187 | 6.7% |
| 2000-01 | 18,296 | 1,114 | 6.1% | 1,135 | 6.2% |
| 2001-02 | 17,821 | 1,180 | 6.6% | 1,191 | 6.7% |
| 2002-03 | 17,222 | 1,284 | 7.5% | 1,297 | 7.5% |
| Education | | | | | |
| 1998-99 | 442 | 32 | 7.2% | 26 | 5.9% |
| 1999-00 | 403 | 30 | 7.4% | 31 | 7.7% |
| 2000-01 | 396 | 41 | 10.4% | 51 | 12.9% |
| 2001-02 | 393 | 48 | 12.2% | 50 | 12.7% |
| 2002-03 | 298 | 68 | 22.8% | 71 | 23.8% |
| Environmental Quality | | | | | |
| 1998-99 | 1,545 | 56 | 3.6% | 63 | 4.1% |
| 1999-00 | 1,605 | 94 | 5.9% | 100 | 6.2% |
| 2000-01 | 1,617 | 82 | 5.1% | 89 | 5.5% |
| 2001-02 | 1,567 | 100 | 6.4% | 101 | 6.4% |
| 2002-03 | 1,370 | 141 | 10.3% | 143 | 10.4% |
| Executive Office | | | | | |
| 1998-99 | 63 | 9 | 14.3% | 11 | 17.5% |
| 1999-00 | 65 | 15 | 23.1% | 15 | 23.1% |
| 2000-01 | 67 | 12 | 17.9% | 12 | 17.9% |
| 2001-02 | 58 | 10 | 17.2% | 11 | 18.9% |
| 2002-03 | 51 | 19 | 37.3% | 20 | 39.2% |
| Family Independence Agency | | | | | |
| 1998-99 | 12,836 | 504 | 3.9% | 529 | 4.1% |
| 1999-00 | 13,254 | 670 | 5.1% | 835 | 6.3% |
| 2000-01 | 13,139 | 558 | 4.2% | 614 | 4.7% |
| 2001-02 | 12,554 | 1,450 | 11.6% | 1,524 | 12.1% |
| 2002-03 | 10,303 | 2,246 | 21.8% | 2,270 | 22.0% |

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

| Department | Average Classified Employment | Separations Without Expired Appointments | Turnover Rate | Separations With Expired Appointments | Turnover Rate |
|---|-------------------------------------|---|------------------|---|------------------|
| History Arts and Libraries | | | | | |
| 1998-99 | -- | -- | -- | -- | -- |
| 1999-00 | -- | -- | -- | -- | -- |
| 2000-01 | -- | -- | -- | -- | -- |
| 2001-02 ² | 295 | 31 | 10.5% | 49 | 16.6% |
| 2002-03 | 287 | 48 | 16.7% | 76 | 26.5% |
| Information Technology | | | | | |
| 1998-99 | -- | -- | -- | -- | -- |
| 1999-00 | -- | -- | -- | -- | -- |
| 2000-01 | -- | -- | -- | -- | -- |
| 2001-02 | -- | -- | -- | -- | -- |
| 2002-03 | 1,730 | 242 | 14.0% | 251 | 14.5% |
| Management and Budget | | | | | |
| 1998-99 | 1,719 | 152 | 8.8% | 165 | 9.6% |
| 1999-00 | 1,936 | 154 | 8.0% | 193 | 10.0% |
| 2000-01 | 1,931 | 135 | 7.0% | 144 | 7.5% |
| 2001-02 | 1,851 | 207 | 11.2% | 214 | 11.6% |
| 2002-03 | 1,306 | 189 | 14.5% | 195 | 14.9% |
| Michigan Biologic Products Institute | | | | | |
| 1998-99 ³ | -- | 2 | -- | 2 | -- |
| 1999-00 | -- | -- | -- | -- | -- |
| 2000-01 | -- | -- | -- | -- | -- |
| 2001-02 | -- | -- | -- | -- | -- |
| 2002-03 | -- | -- | -- | -- | -- |
| Military and Veterans Affairs | | | | | |
| 1998-99 | 949 | 91 | 9.6% | 118 | 12.4% |
| 1999-00 | 987 | 84 | 8.5% | 102 | 10.3% |
| 2000-01 | 970 | 85 | 8.8% | 125 | 12.9% |
| 2001-02 | 962 | 94 | 9.8% | 101 | 10.5% |
| 2002-03 | 919 | 131 | 14.3% | 138 | 15.0% |
| Natural Resources | | | | | |
| 1998-99 | 2,510 | 853 | 34.0% | 1,234 | 49.2% |
| 1999-00 | 2,506 | 866 | 34.6% | 1,240 | 49.5% |
| 2000-01 | 2,509 | 723 | 28.8% | 1,301 | 51.9% |
| 2001-02 | 2,446 | 661 | 27.0% | 1,009 | 41.3% |
| 2002-03 | 2,265 | 923 | 40.8% | 1,617 | 71.4% |
| State | | | | | |
| 1998-99 | 2,231 | 125 | 5.6% | 220 | 9.9% |
| 1999-00 | 2,257 | 145 | 6.4% | 244 | 10.8% |
| 2000-01 | 2,267 | 152 | 6.7% | 185 | 8.2% |
| 2001-02 | 2,095 | 212 | 10.1% | 274 | 13.1% |
| 2002-03 | 1,836 | 260 | 14.2% | 303 | 16.5% |

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1998-99 Through 2002-03

| Department | Average Classified Employment | Separations Without Expired Appointments | Turnover Rate | Separations With Expired Appointments | Turnover Rate |
|------------------------|-------------------------------------|---|------------------|---|------------------|
| State Police | | | | | |
| 1998-99 | 3,159 | 193 | 6.1% | 196 | 6.2% |
| 1999-00 | 3,190 | 192 | 6.0% | 195 | 6.1% |
| 2000-01 | 3,240 | 159 | 4.9% | 164 | 5.1% |
| 2001-02 | 3,164 | 177 | 5.6% | 182 | 5.8% |
| 2002-03 | 2,800 | 293 | 10.5% | 296 | 10.6% |
| Transportation | | | | | |
| 1998-99 | 3,196 | 184 | 5.8% | 410 | 12.8% |
| 1999-00 | 3,244 | 213 | 6.6% | 455 | 14.0% |
| 2000-01 | 3,253 | 194 | 6.0% | 552 | 17.0% |
| 2001-02 | 3,185 | 320 | 10.0% | 449 | 14.1% |
| 2002-03 | 2,826 | 574 | 20.3% | 772 | 27.3% |
| Treasury | | | | | |
| 1998-99 | 1,765 | 126 | 7.1% | 298 | 16.9% |
| 1999-00 | 1,826 | 136 | 7.4% | 308 | 16.9% |
| 2000-01 | 1,817 | 132 | 7.3% | 287 | 15.8% |
| 2001-02 | 1,793 | 203 | 11.3% | 353 | 19.7% |
| 2002-03 | 1,514 | 242 | 16.0% | 443 | 29.3% |
| Statewide Total | | | | | |
| 1998-99 | 60,066 | 4,252 | 7.1% | 5,425 | 9.0% |
| 1999-00 | 61,493 | 4,693 | 7.6% | 5,976 | 9.7% |
| 2000-01 | 62,057 | 4,334 | 7.0% | 5,995 | 9.7% |
| 2001-02 | 60,147 | 6,214 | 10.3% | 7,125 | 11.8% |
| 2002-03 | 54,866 | 8,845 | 16.1% | 10,127 | 18.5% |

¹ Unemployment Agency figures were combined with Consumer and Industry Services.

² The Department of History Arts and Libraries was created by Act 63 of 2001.

³ The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998.

Note: Turnover rates have traditionally included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1999-00 columns were added to also give a turnover rate for separations including expired appointments. This is because of increasing use of limited term employees where the expectation may be to refill a position after separation. Turnover rates are calculated by dividing the number of separations during the fiscal year by the average number of classified employees during the fiscal year.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

Table 4-1

STATEWIDE EMPLOYEES BY EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|-------------------------------|------------------------|---------------|--------|-----|--------|-----|-------|----|--------|-----|-----------------|----|--------|----|----------|----|--------|----|-------|----|--------|----|-------|----|--------|----|--------|--------|--------|--|
| | | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| 01 | Official/ | Administrator | 684 | 49% | 441 | 32% | 96 | 7% | 102 | 7% | 9 | 1% | 4 | 0% | 12 | 1% | 4 | 0% | 14 | 1% | 13 | 1% | 3 | 0% | 1 | 0% | 818 | 565 | | |
| 02 | Professional | | 6,650 | 34% | 7,732 | 40% | 976 | 5% | 2,907 | 15% | 51 | 0% | 78 | 0% | 189 | 1% | 264 | 1% | 193 | 1% | 223 | 1% | 35 | 0% | 22 | 0% | 8,094 | 11,226 | | |
| 03 | Technician | | 1,412 | 55% | 737 | 29% | 88 | 3% | 166 | 6% | 10 | 0% | 7 | 0% | 33 | 1% | 17 | 1% | 21 | 1% | 13 | 1% | 35 | 1% | 25 | 1% | 1,599 | 965 | | |
| 04 | Protective Service | | 9,034 | 69% | 1,611 | 12% | 1,069 | 8% | 707 | 5% | 234 | 2% | 43 | 0% | 257 | 2% | 56 | 0% | 31 | 0% | 3 | 0% | 21 | 0% | 8 | 0% | 10,646 | 2,428 | | |
| 05 | Para- Professionals | | 1,357 | 19% | 3,372 | 47% | 421 | 6% | 1,583 | 22% | 15 | 0% | 58 | 1% | 58 | 1% | 241 | 3% | 18 | 0% | 29 | 0% | 9 | 0% | 20 | 0% | 1,878 | 5,303 | | |
| 06 | Administrative Support | | 267 | 4% | 4,735 | 73% | 66 | 1% | 1,104 | 17% | 1 | 0% | 62 | 1% | 22 | 0% | 217 | 3% | 5 | 0% | 32 | 0% | 0 | 0% | 6 | 0% | 361 | 6,156 | | |
| 07 | Skilled Craft | | 1,736 | 84% | 98 | 5% | 121 | 6% | 11 | 1% | 41 | 2% | 1 | 0% | 48 | 2% | 6 | 0% | 4 | 0% | 0 | 0% | 8 | 0% | 1 | 0% | 1,958 | 117 | | |
| 08 | Service/ Maintenance | | 1,640 | 53% | 915 | 29% | 201 | 6% | 145 | 5% | 28 | 1% | 5 | 0% | 51 | 2% | 24 | 1% | 7 | 0% | 7 | 0% | 23 | 1% | 66 | 2% | 1,950 | 1,162 | | |
| STATEWIDE TOTALS BY CATEGORY: | | | 22,780 | 41% | 19,641 | 36% | 3,038 | 6% | 6,725 | 12% | 389 | 1% | 258 | 0% | 670 | 1% | 829 | 2% | 293 | 1% | 320 | 1% | 134 | 0% | 149 | 0% | 27,304 | 27,922 | | |

State Employees Grand Total: 55,226

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| Department: AGRICULTURE | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 12 | 57% | 9 | 43% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 9 |
| 02 | Professional | 193 | 54% | 128 | 36% | 8 | 2% | 14 | 4% | 1 | 0% | 2 | 1% | 2 | 1% | 208 | 151 |
| 03 | Technician | 52 | 50% | 47 | 45% | 0 | 0% | 2 | 2% | 0 | 0% | 0 | 0% | 1 | 1% | 54 | 51 |
| 05 | Para- Professionals | 2 | 18% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 2 | 9 |
| 06 | Administrative Support | 7 | 6% | 88 | 79% | 0 | 0% | 12 | 11% | 0 | 0% | 4 | 4% | 0 | 0% | 7 | 105 |
| 07 | Skilled Craft | 4 | 80% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 20% | 0 | 0% | 0 | 0% | 5 | 0 |
| 08 | Service/ Maintenance | 57 | 70% | 17 | 21% | 4 | 5% | 0 | 0% | 2 | 2% | 0 | 0% | 0 | 0% | 64 | 17 |
| DEPARTMENT TOTALS BY CATEGORY: | | 327 | 47% | 296 | 43 | 12 | 2% | 28 | 4% | 3 | 0% | 3 | 0% | 5 | 1% | 352 | 342 |
| Department Total: | | | | | | | | | | | | | | | | 694 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|--------------------------------|-------------------------|-------|-----|--------|-----|-------|-----|--------|-----|-----------------|----|--------|----|----------|-----|--------|----|-------|----|--------|----|-------|----|--------|----|-------|-----|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: ATTORNEY GENERAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 60 | 68% | 21 | 24% | 2 | 2% | 4 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 62 | 26 | | |
| 02 | Professional | 116 | 54% | 66 | 31% | 10 | 5% | 12 | 6% | 0 | 0% | 0 | 0% | 2 | 1% | 5 | 2% | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 129 | 84 | | |
| 04 | Protective Service | 15 | 75% | 2 | 10% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 18 | 2 | | |
| 05 | Para- Professionals | 3 | 13% | 18 | 75% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 21 | | |
| 06 | Administrative Support | 0 | 0% | 104 | 83% | 0 | 0% | 19 | 15% | 0 | 0% | 1 | 1% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 125 | | |
| 08 | Service/ Maintenance | 1 | 33% | 1 | 33% | 1 | 33% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 195 | 41% | 212 | 45 | 14 | 3% | 36 | 8% | 0 | 0% | 1 | 0% | 4 | 1% | 9 | 2% | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 214 | 259 | | |
| Department Total: 473 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| Department: AUDITOR GENERAL | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 9 | 75% | 3 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 3 |
| 02 | Professional | 52 | 42% | 64 | 52% | 4 | 3% | 2 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 56 | 67 |
| 03 | Technician | 0 | 0% | 5 | 83% | 0 | 0% | 1 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 6 |
| 05 | Para- Professionals | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0 |
| 06 | Administrative Support | 0 | 0% | 5 | 83% | 0 | 0% | 1 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 6 |
| 07 | Skilled Craft | 1 | 33% | 2 | 67% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2 |
| DEPARTMENT TOTALS BY CATEGORY: | | 63 | 42% | 79 | 52 | 4 | 3% | 4 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 67 | 84 |
| Department Total: | | | | | | | | | | | | | | | | 151 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|-------------------|----|-----|---|----|----|----|---|----|----|----|-----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| Department: CAREER DEVELOPMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 6 | 17% | 16 | 46% | 4 | 11% | 7 | 20% | 0 | 0% | 0 | 0% | 1 | 3% | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 24 | | |
| 02 | Professional | 167 | 31% | 201 | 37% | 44 | 8% | 97 | 18% | 0 | 0% | 4 | 1% | 5 | 1% | 8 | 1% | 0 | 0% | 10 | 2% | 1 | 0% | 0 | 0% | 217 | 320 |
| 03 | Technician | 3 | 20% | 6 | 40% | 0 | 0% | 6 | 40% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 12 |
| 04 | Protective Service | 4 | 80% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0 |
| 05 | Para- Professionals | 66 | 41% | 30 | 19% | 20 | 13% | 22 | 14% | 1 | 1% | 1 | 1% | 4 | 3% | 13 | 8% | 1 | 1% | 0 | 0% | 2 | 1% | 0 | 0% | 94 | 66 |
| 06 | Administrative Support | 1 | 1% | 92 | 72% | 0 | 0% | 28 | 22% | 0 | 0% | 1 | 1% | 0 | 0% | 6 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 127 |
| 07 | Skilled Craft | 6 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 0 |
| 08 | Service/ Maintenance | 6 | 43% | 3 | 21% | 3 | 21% | 0 | 0% | 1 | 7% | 0 | 0% | 1 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 3 |
| DEPARTMENT TOTALS BY CATEGORY: | | 259 | 29% | 348 | 39 | 71 | 8% | 160 | 18% | 3 | 0% | 6 | 1% | 12 | 1% | 28 | 3% | 1 | 0% | 10 | 1% | 3 | 0% | 0 | 0% | 349 | 552 |
| | | | | | | | | | | | | | | | Department Total: | | 901 | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|---|----|---|----|---|----|---|-----|----|----|----|----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| Department: CIVIL RIGHTS | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 4 | 44% | 1 | 11% | 2 | 22% | 1 | 11% | 0 | 0% | 0 | 0% | 1 | 11% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 2 | | | | |
| 02 | Professional | 12 | 13% | 25 | 27% | 15 | 16% | 30 | 32% | 0 | 0% | 1 | 1% | 4 | 4% | 4 | 4% | 0 | 0% | 3 | 3% | 0 | 0% | 31 | 63 | | |
| 03 | Technician | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 1 | | |
| 05 | Para- Professionals | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0 | | |
| 06 | Administrative Support | 1 | 4% | 7 | 29% | 1 | 4% | 13 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 22 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 17 | 13% | 34 | 26 | 18 | 14% | 44 | 34% | 0 | 0% | 1 | 1% | 5 | 4% | 6 | 5% | 1 | 1% | 3 | 2% | 0 | 0% | 0 | 0% | 41 | 88 |
| Department Total: | | | | | | | | | | | | | | | | | | | | | | | 129 | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | |
|---------------------------------------|-------------------------|-----------|------------|------------|-----------|-----------------|-----------|-----------|------------|----------|-----------|----------|-----------|--------------------------|------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Department: CIVIL SERVICE | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 7 | 39% | 8 | 44% | 1 | 6% | 1 | 6% | 0 | 0% | 0 | 0% | 9 | 9 |
| 02 | Professional | 20 | 21% | 50 | 53% | 3 | 3% | 14 | 15% | 1 | 1% | 2 | 2% | 24 | 70 |
| 03 | Technician | 0 | 0% | 1 | 50% | 0 | 0% | 0 | 0% | 1 | 50% | 0 | 0% | 1 | 1 |
| 05 | Para- Professionals | 2 | 11% | 13 | 72% | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 3 | 15 |
| 06 | Administrative Support | 2 | 4% | 35 | 71% | 0 | 0% | 8 | 16% | 0 | 0% | 1 | 2% | 2 | 47 |
| 08 | Service/ Maintenance | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0 |
| DEPARTMENT TOTALS BY CATEGORY: | | 33 | 18% | 107 | 58 | 4 | 2% | 24 | 13% | 2 | 1% | 3 | 2% | 41 | 142 |
| | | | | | | | | | | | | | | Department Total: | |
| | | | | | | | | | | | | | | 183 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|----|----|----|----|----|----|---|----|---|-------|-------|-------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| Department: COMMUNITY HEALTH | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 66 | 39% | 67 | 40% | 9 | 5% | 11 | 7% | 1 | 1% | 1 | 1% | 0 | 0% | 0 | 0% | 6 | 4% | 7 | 4% | 0 | 0% | 0 | 0% | 82 | 86 |
| 02 | Professional | 415 | 27% | 749 | 48% | 52 | 3% | 183 | 12% | 5 | 0% | 9 | 1% | 14 | 1% | 11 | 1% | 41 | 3% | 64 | 4% | 1 | 0% | 2 | 0% | 528 | 1,018 |
| 03 | Technician | 50 | 17% | 146 | 49% | 10 | 3% | 76 | 26% | 0 | 0% | 0 | 0% | 2 | 1% | 3 | 1% | 2 | 1% | 6 | 2% | 0 | 0% | 2 | 1% | 64 | 233 |
| 04 | Protective Service | 295 | 51% | 87 | 15% | 108 | 18% | 64 | 11% | 5 | 1% | 1 | 0% | 18 | 3% | 4 | 1% | 2 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 428 | 156 |
| 05 | Para- Professionals | 274 | 27% | 432 | 43% | 93 | 9% | 176 | 17% | 1 | 0% | 5 | 0% | 8 | 1% | 10 | 1% | 1 | 0% | 3 | 0% | 3 | 0% | 2 | 0% | 380 | 628 |
| 06 | Administrative Support | 10 | 2% | 373 | 79% | 3 | 1% | 56 | 12% | 0 | 0% | 5 | 1% | 1 | 0% | 21 | 4% | 0 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 14 | 456 |
| 07 | Skilled Craft | 88 | 77% | 4 | 3% | 16 | 14% | 1 | 1% | 1 | 1% | 0 | 0% | 5 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 110 | 5 |
| 08 | Service/ Maintenance | 75 | 26% | 130 | 45% | 36 | 12% | 41 | 14% | 0 | 0% | 1 | 0% | 2 | 1% | 6 | 2% | 0 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 113 | 179 |
| DEPARTMENT TOTALS BY CATEGORY: | | 1,273 | 28% | 1,988 | 44% | 327 | 7% | 608 | 14% | 13 | 0% | 22 | 0% | 50 | 1% | 55 | 1% | 52 | 1% | 82 | 2% | 4 | 0% | 6 | 0% | 1,719 | 2,761 |
| Department Total: | | | | | | | | | | | | | | | | | | | | | | | | | 4,480 | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|--|-------------------------|-------|-----|--------|-----|-------|-----|--------|-----|-----------------|----|--------|----|----------|-----|--------|----|-------|----|--------|----|-------|----|--------|----|-------|-------|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: CONSUMER & INDUSTRY SERVICES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 52 | 49% | 33 | 31% | 9 | 8% | 12 | 11% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 61 | 46 | | |
| 02 | Professional | 453 | 34% | 554 | 41% | 92 | 7% | 185 | 14% | 2 | 0% | 4 | 0% | 12 | 1% | 14 | 1% | 8 | 1% | 19 | 1% | 0 | 0% | 0 | 0% | 567 | 776 | | |
| 03 | Technician | 198 | 65% | 49 | 16% | 16 | 5% | 16 | 5% | 2 | 1% | 2 | 1% | 9 | 3% | 6 | 2% | 4 | 1% | 1 | 0% | 0 | 0% | 0 | 0% | 229 | 74 | | |
| 05 | Para- Professionals | 78 | 10% | 326 | 40% | 48 | 6% | 309 | 38% | 0 | 0% | 2 | 0% | 6 | 1% | 16 | 2% | 5 | 1% | 7 | 1% | 1 | 0% | 8 | 1% | 138 | 668 | | |
| 06 | Administrative Support | 12 | 2% | 457 | 72% | 6 | 1% | 119 | 19% | 0 | 0% | 8 | 1% | 1 | 0% | 24 | 4% | 1 | 0% | 5 | 1% | 0 | 0% | 0 | 0% | 20 | 613 | | |
| 07 | Skilled Craft | 9 | 43% | 1 | 5% | 5 | 24% | 3 | 14% | 1 | 5% | 0 | 0% | 1 | 5% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 5 | | |
| 08 | Service/ Maintenance | 8 | 33% | 5 | 21% | 4 | 17% | 4 | 17% | 0 | 0% | 0 | 0% | 3 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 15 | 9 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 810 | 25% | 1,425 | 44 | 180 | 6% | 648 | 20% | 5 | 0% | 17 | 1% | 32 | 1% | 61 | 2% | 18 | 1% | 32 | 1% | 1 | 0% | 8 | 0% | 1,046 | 2,191 | | |
| Department Total: 3,237 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|---------------------------------------|-------------------------|--------------|------------|--------------|-----------|--------------|-----------|--------------|-----------|-----------------|-----------|-----------|-----------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------------------|--------|---------------|--|
| | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | |
| Department: CORRECTIONS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 90 | 50% | 50 | 28% | 20 | 11% | 14 | 8% | 2 | 1% | 1 | 1% | 2 | 1% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 114 | | 66 | |
| 02 | Professional | 1,298 | 42% | 1,049 | 34% | 260 | 8% | 376 | 12% | 16 | 1% | 15 | 0% | 22 | 1% | 30 | 1% | 11 | 0% | 8 | 0% | 5 | 0% | 3 | 0% | 1,612 | | 1,481 | |
| 03 | Technician | 41 | 33% | 63 | 51% | 3 | 2% | 14 | 11% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 1 | 1% | 46 | | 78 | |
| 04 | Protective Service | 6,924 | 69% | 1,206 | 12% | 794 | 8% | 619 | 6% | 188 | 2% | 34 | 0% | 168 | 2% | 50 | 0% | 19 | 0% | 2 | 0% | 21 | 0% | 7 | 0% | 8,114 | | 1,918 | |
| 05 | Para- Professionals | 229 | 30% | 382 | 50% | 39 | 5% | 85 | 11% | 6 | 1% | 8 | 1% | 4 | 1% | 9 | 1% | 1 | 0% | 2 | 0% | 0 | 0% | 1 | 0% | 279 | | 487 | |
| 06 | Administrative Support | 39 | 3% | 939 | 75% | 4 | 0% | 213 | 17% | 0 | 0% | 15 | 1% | 1 | 0% | 30 | 2% | 0 | 0% | 4 | 0% | 0 | 0% | 2 | 0% | 44 | | 1,203 | |
| 07 | Skilled Craft | 619 | 89% | 25 | 4% | 29 | 4% | 1 | 0% | 12 | 2% | 0 | 0% | 8 | 1% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 670 | | 26 | |
| 08 | Service/ Maintenance | 667 | 66% | 169 | 17% | 93 | 9% | 44 | 4% | 15 | 1% | 0 | 0% | 18 | 2% | 4 | 0% | 4 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 798 | | 217 | |
| DEPARTMENT TOTALS BY CATEGORY: | | 9,907 | 58% | 3,883 | 23 | 1,242 | 7% | 1,366 | 8% | 239 | 1% | 73 | 0% | 224 | 1% | 123 | 1% | 37 | 0% | 17 | 0% | 28 | 0% | 14 | 0% | 11,677 | | 5,476 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | Department Total: | | 17,153 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| Department: EDUCATION | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 5 | 17% | 22 | 76% | 0 | 0% | 2 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 24 |
| 02 | Professional | 37 | 26% | 93 | 65% | 2 | 1% | 6 | 4% | 0 | 0% | 1 | 1% | 1 | 1% | 40 | 102 |
| 03 | Technician | 0 | 0% | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 2 |
| 04 | Protective Service | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0 |
| 05 | Para- Professionals | 9 | 20% | 27 | 59% | 3 | 7% | 4 | 9% | 0 | 0% | 0 | 0% | 2 | 4% | 12 | 34 |
| 06 | Administrative Support | 1 | 1% | 68 | 93% | 0 | 0% | 2 | 3% | 0 | 0% | 2 | 3% | 0 | 0% | 1 | 72 |
| 07 | Skilled Craft | 5 | 83% | 0 | 0% | 1 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0 |
| 08 | Service/ Maintenance | 2 | 67% | 0 | 0% | 1 | 33% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0 |
| DEPARTMENT TOTALS BY CATEGORY: | | 61 | 20% | 212 | 70 | 7 | 2% | 14 | 5% | 0 | 0% | 1 | 0% | 1 | 0% | 69 | 234 |
| Department Total: | | | | | | | | | | | | | | | | | 303 |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | |
|-----------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|-----|----|----|---|----|---|----|-----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | |
| Department: ENVIRONMENTAL QUALITY | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 14 | 64% | 7 | 32% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 15 | 7 | | | | | | | | |
| 02 | Professional | 592 | 59% | 322 | 32% | 17 | 2% | 20 | 2% | 1 | 0% | 4 | 0% | 9 | 1% | 643 | 362 | | | | | | | | |
| 03 | Technician | 67 | 56% | 35 | 29% | 7 | 6% | 4 | 3% | 1 | 1% | 0 | 0% | 2 | 2% | 78 | 41 | | | | | | | | |
| 04 | Protective Service | 9 | 53% | 4 | 24% | 3 | 18% | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 5 | | | | | | | | |
| 05 | Para- Professionals | 5 | 12% | 31 | 74% | 0 | 0% | 4 | 10% | 0 | 0% | 1 | 2% | 0 | 0% | 5 | 37 | | | | | | | | |
| 06 | Administrative Support | 8 | 4% | 158 | 81% | 0 | 0% | 19 | 10% | 2 | 1% | 6 | 3% | 0 | 0% | 10 | 185 | | | | | | | | |
| 07 | Skilled Craft | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0 | | | | | | | | |
| 08 | Service/ Maintenance | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0 | | | | | | | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 697 | 50% | 557 | 40 | 28 | 2% | 48 | 3% | 2 | 0% | 5 | 0% | 13 | 1% | 25 | 2% | 15 | 1% | 0 | 0% | 0 | 0% | 765 | 637 |
| Department Total: 1,402 | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|----|----|---|----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | |
| Department: EXECUTIVE OFFICE | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 0 | 0% | 4 | 67% | 0 | 0% | 1 | 17% | 0 | 0% | 1 | 17% | 0 | 0% | 0 | 0% | 0 | 6 |
| 02 | Professional | 1 | 11% | 3 | 33% | 1 | 11% | 2 | 22% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 7 |
| 05 | Para- Professionals | 10 | 24% | 19 | 46% | 5 | 12% | 4 | 10% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 25 |
| DEPARTMENT TOTALS BY CATEGORY: | | 11 | 20% | 26 | 46% | 6 | 11% | 7 | 13% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 1 | 38 |
| Department Total: | | | | | | | | | | | | | | | | 56 | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|---------------|-------|--------|--|--|-------|--------|--|--|-----------------|--------|--|--|----------|--------|--|--|-------|--------|--|--|-------|--------|--|--|-------|--------|--|--|
| | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | | Male | Female | | |

Department: FAMILY INDEPENDENCE AGENCY

| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------|--------------|------------|--------------|-----------|------------|-----------|--------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|----------|-----------|--------------|--------------|
| 01 | Official/ Administrator | 79 | 43% | 50 | 27% | 19 | 10% | 32 | 17% | 2 | 1% | 0 | 0% | 1 | 1% | 0 | 0% | 1 | 1% | 1 | 1% | 0 | 0% | 0 | 0% | 102 | 83 |
| 02 | Professional | 1,119 | 18% | 2,910 | 46% | 250 | 4% | 1,726 | 27% | 10 | 0% | 27 | 0% | 55 | 1% | 140 | 2% | 19 | 0% | 43 | 1% | 0 | 0% | 1 | 0% | 1,453 | 4,847 |
| 03 | Technician | 1 | 11% | 6 | 67% | 2 | 22% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 6 |
| 04 | Protective Service | 20 | 59% | 3 | 9% | 10 | 29% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 31 | 3 |
| 05 | Para- Professionals | 271 | 13% | 946 | 44% | 159 | 7% | 610 | 28% | 4 | 0% | 23 | 1% | 24 | 1% | 114 | 5% | 4 | 0% | 4 | 0% | 0 | 0% | 0 | 0% | 462 | 1,697 |
| 06 | Administrative Support | 45 | 3% | 919 | 62% | 33 | 2% | 396 | 27% | 0 | 0% | 13 | 1% | 8 | 1% | 54 | 4% | 0 | 0% | 6 | 0% | 0 | 0% | 0 | 0% | 86 | 1,388 |
| 07 | Skilled Craft | 33 | 83% | 0 | 0% | 5 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 40 | 0 |
| 08 | Service/ Maintenance | 36 | 51% | 15 | 21% | 12 | 17% | 4 | 6% | 0 | 0% | 0 | 0% | 3 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 51 | 19 |
| DEPARTMENT TOTALS BY CATEGORY: | | 1,604 | 16% | 4,849 | 47 | 490 | 5% | 2,768 | 27% | 16 | 0% | 63 | 1% | 92 | 1% | 308 | 3% | 26 | 0% | 54 | 1% | 0 | 0% | 1 | 0% | 2,228 | 8,043 |

Department Total: 10,271

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | |
|--|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| Department: HISTORY ARTS AND LIBRARIES | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 6 | 35% | 10 | 59% | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 11 |
| 02 | Professional | 42 | 43% | 51 | 52% | 1 | 1% | 0 | 0% | 1 | 1% | 0 | 0% | 1 | 1% | 45 | 53 |
| 03 | Technician | 13 | 34% | 12 | 32% | 2 | 5% | 0 | 0% | 1 | 3% | 0 | 0% | 1 | 3% | 21 | 17 |
| 04 | Protective Service | 2 | 67% | 1 | 33% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1 |
| 05 | Para- Professionals | 2 | 8% | 20 | 80% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 1 | 4% | 2 | 23 |
| 06 | Administrative Support | 4 | 11% | 24 | 67% | 2 | 6% | 3 | 8% | 0 | 0% | 1 | 3% | 0 | 0% | 6 | 30 |
| 07 | Skilled Craft | 12 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 0 |
| 08 | Service/ Maintenance | 19 | 31% | 12 | 20% | 0 | 0% | 0 | 0% | 4 | 7% | 1 | 2% | 1 | 2% | 30 | 31 |
| DEPARTMENT TOTALS BY CATEGORY: | | 100 | 34% | 130 | 45% | 5 | 2% | 6 | 2% | 6 | 2% | 2 | 1% | 4 | 1% | 124 | 166 |
| Department Total: | | | | | | | | | | | | | | | | 290 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|------------------------------------|-------------------------|-------|-----|--------|-----|-------|----|--------|-----|-----------------|----|--------|----|----------|----|--------|-----|-------|----|--------|----|-------|----|--------|----|-------|-----|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: INFORMATION TECHNOLOGY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 47 | 59% | 25 | 31% | 3 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 1 | 1% | 1 | 1% | 1 | 1% | 1 | 1% | 0 | 0% | 53 | 27 | | |
| 02 | Professional | 522 | 48% | 343 | 32% | 54 | 5% | 54 | 5% | 1 | 0% | 2 | 0% | 14 | 1% | 10 | 1% | 31 | 3% | 21 | 2% | 20 | 2% | 6 | 1% | 642 | 436 | | |
| 03 | Technician | 101 | 61% | 36 | 22% | 6 | 4% | 6 | 4% | 1 | 1% | 0 | 0% | 1 | 1% | 2 | 1% | 1 | 1% | 0 | 0% | 5 | 3% | 6 | 4% | 115 | 50 | | |
| 05 | Para- Professionals | 143 | 51% | 96 | 34% | 12 | 4% | 17 | 6% | 1 | 0% | 0 | 0% | 4 | 1% | 5 | 2% | 3 | 1% | 1 | 0% | 0 | 0% | 0 | 0% | 163 | 119 | | |
| 06 | Administrative Support | 3 | 3% | 68 | 78% | 1 | 1% | 11 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 83 | | |
| 07 | Skilled Craft | 23 | 92% | 1 | 4% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 24 | 1 | | |
| 08 | Service/ Maintenance | 5 | 63% | 2 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 3 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 844 | 49% | 571 | 33 | 77 | 4% | 88 | 5% | 3 | 0% | 2 | 0% | 20 | 1% | 23 | 1% | 36 | 2% | 23 | 1% | 26 | 2% | 12 | 1% | 1,006 | 719 | | |
| Department Total: 1,725 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|---------------------------------|-------------------------|-------|-----|--------|-----|-------|-----|--------|----|-----------------|----|--------|----|----------|----|--------|----|-------|----|--------|----|-------|----|--------|----|-------|-----|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: MANAGEMENT & BUDGET | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 44 | 52% | 29 | 35% | 4 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 3 | 4% | 1 | 1% | 1 | 1% | 1 | 1% | 53 | 31 | | |
| 02 | Professional | 150 | 34% | 215 | 49% | 17 | 4% | 26 | 6% | 0 | 0% | 1 | 0% | 6 | 1% | 4 | 1% | 7 | 2% | 3 | 1% | 3 | 1% | 4 | 1% | 183 | 253 | | |
| 03 | Technician | 18 | 32% | 30 | 54% | 0 | 0% | 2 | 4% | 0 | 0% | 1 | 2% | 1 | 2% | 0 | 0% | 1 | 2% | 0 | 0% | 1 | 2% | 2 | 4% | 21 | 35 | | |
| 04 | Protective Service | 3 | 43% | 3 | 43% | 1 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 3 | | |
| 05 | Para- Professionals | 34 | 25% | 90 | 66% | 0 | 0% | 6 | 4% | 0 | 0% | 1 | 1% | 0 | 0% | 4 | 3% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 34 | 102 | | |
| 06 | Administrative Support | 6 | 4% | 118 | 80% | 0 | 0% | 14 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 3% | 0 | 0% | 2 | 1% | 0 | 0% | 3 | 2% | 6 | 142 | | |
| 07 | Skilled Craft | 165 | 83% | 9 | 5% | 12 | 6% | 1 | 1% | 2 | 1% | 0 | 0% | 9 | 5% | 2 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 188 | 12 | | |
| 08 | Service/ Maintenance | 125 | 56% | 37 | 17% | 16 | 7% | 6 | 3% | 1 | 0% | 0 | 0% | 12 | 5% | 1 | 0% | 1 | 0% | 0 | 0% | 8 | 4% | 15 | 7% | 163 | 59 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 545 | 42% | 531 | 41 | 50 | 4% | 55 | 4% | 3 | 0% | 3 | 0% | 29 | 2% | 16 | 1% | 12 | 1% | 7 | 1% | 13 | 1% | 25 | 2% | 652 | 637 | | |
| Department Total: 1,289 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|-----|---|----|---|----|---|----|---|----|-----|-----|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| Department: MILITARY AFFAIRS | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 9 | 60% | 4 | 27% | 2 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 4 | | | | | | | | | | |
| 02 | Professional | 59 | 37% | 82 | 52% | 4 | 3% | 9 | 6% | 0 | 0% | 1 | 1% | 0 | 0% | 63 | 95 | | | | | | | | | | |
| 03 | Technician | 25 | 16% | 110 | 68% | 0 | 0% | 18 | 11% | 0 | 0% | 2 | 1% | 2 | 1% | 27 | 134 | | | | | | | | | | |
| 04 | Protective Service | 32 | 94% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% | 34 | 0 | | | | | | | | | | |
| 05 | Para- Professionals | 50 | 18% | 125 | 44% | 13 | 5% | 81 | 29% | 1 | 0% | 1 | 0% | 0 | 0% | 65 | 218 | | | | | | | | | | |
| 06 | Administrative Support | 2 | 4% | 46 | 82% | 0 | 0% | 7 | 13% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 54 | | | | | | | | | | |
| 07 | Skilled Craft | 97 | 90% | 2 | 2% | 4 | 4% | 0 | 0% | 2 | 2% | 0 | 0% | 3 | 3% | 106 | 2 | | | | | | | | | | |
| 08 | Service/ Maintenance | 67 | 48% | 43 | 31% | 13 | 9% | 6 | 4% | 3 | 2% | 0 | 0% | 5 | 4% | 90 | 50 | | | | | | | | | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 341 | 36% | 412 | 43 | 36 | 4% | 121 | 13% | 6 | 1% | 5 | 1% | 12 | 1% | 13 | 1% | 2 | 0% | 6 | 1% | 1 | 0% | 0 | 0% | 398 | 557 |
| Department Total: | | | | | | | | | | | | | | | | 955 | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | |
|---------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |

Department: NATURAL RESOURCES

| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-------|-----|-----|-----|----|----|----|-----|----|----|---|----|----|----|----|----|---|----|---|----|---|----|----|----|-------|-----|
| 01 | Official/ Administrator | 30 | 56% | 18 | 33% | 3 | 6% | 1 | 2% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 34 | 20 | | |
| 02 | Professional | 268 | 63% | 127 | 30% | 4 | 1% | 8 | 2% | 5 | 1% | 1 | 0% | 3 | 1% | 5 | 1% | 4 | 1% | 2 | 0% | 0 | 0% | 0 | 0% | 284 | 143 |
| 03 | Technician | 238 | 83% | 39 | 14% | 5 | 2% | 1 | 0% | 2 | 1% | 0 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 245 | 42 |
| 04 | Protective Service | 483 | 79% | 86 | 14% | 14 | 2% | 5 | 1% | 11 | 2% | 1 | 0% | 12 | 2% | 0 | 0% | 3 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 523 | 92 |
| 05 | Para- Professionals | 11 | 22% | 30 | 60% | 1 | 2% | 5 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 38 |
| 06 | Administrative Support | 8 | 4% | 172 | 87% | 0 | 0% | 8 | 4% | 0 | 0% | 3 | 2% | 1 | 1% | 5 | 3% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 9 | 189 |
| 07 | Skilled Craft | 88 | 92% | 7 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 89 | 7 |
| 08 | Service/ Maintenance | 489 | 56% | 359 | 41% | 5 | 1% | 2 | 0% | 2 | 0% | 2 | 0% | 5 | 1% | 3 | 0% | 0 | 0% | 1 | 0% | 1 | 0% | 1 | 0% | 502 | 368 |
| DEPARTMENT TOTALS BY CATEGORY: | | 1,615 | 62% | 838 | 32 | 32 | 1% | 30 | 1% | 21 | 1% | 7 | 0% | 21 | 1% | 17 | 1% | 8 | 0% | 6 | 0% | 1 | 0% | 1 | 0% | 1,698 | 899 |

Department Total: 2,597

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|--------------------------------|-------------------------|-------|-----|--------|-----|-------|----|--------|-----|-----------------|----|--------|----|----------|----|--------|----|-------|----|--------|----|-------|----|--------|-----|-------|-------|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: STATE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 20 | 43% | 14 | 30% | 4 | 9% | 5 | 11% | 1 | 2% | 0 | 0% | 1 | 2% | 0 | 0% | 1 | 2% | 1 | 2% | 0 | 0% | 0 | 0% | 27 | 20 | | |
| 02 | Professional | 92 | 38% | 88 | 36% | 13 | 5% | 34 | 14% | 1 | 0% | 1 | 0% | 5 | 2% | 5 | 2% | 2 | 1% | 2 | 1% | 0 | 0% | 0 | 0% | 113 | 130 | | |
| 03 | Technician | 3 | 38% | 5 | 63% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 5 | | |
| 05 | Para- Professionals | 68 | 7% | 609 | 62% | 17 | 2% | 222 | 22% | 0 | 0% | 13 | 1% | 3 | 0% | 40 | 4% | 2 | 0% | 4 | 0% | 3 | 0% | 9 | 1% | 93 | 897 | | |
| 06 | Administrative Support | 33 | 9% | 255 | 68% | 5 | 1% | 45 | 12% | 1 | 0% | 3 | 1% | 3 | 1% | 18 | 5% | 2 | 1% | 8 | 2% | 0 | 0% | 0 | 0% | 44 | 329 | | |
| 07 | Skilled Craft | 5 | 42% | 6 | 50% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 6 | | |
| 08 | Service/ Maintenance | 13 | 7% | 89 | 49% | 5 | 3% | 30 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 3% | 0 | 0% | 2 | 1% | 3 | 2% | 32 | 18% | 21 | 159 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 234 | 13% | 1,066 | 58 | 45 | 2% | 336 | 18% | 3 | 0% | 17 | 1% | 12 | 1% | 69 | 4% | 7 | 0% | 17 | 1% | 6 | 0% | 41 | 2% | 307 | 1,546 | | |
| Department Total: 1,853 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | |
|---------------------------------------|-------------------------|--------------|------------|------------|-----------|-----------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|--------------|-----------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Department: STATE POLICE | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 28 | 70% | 6 | 15% | 2 | 5% | 2 | 5% | 0 | 0% | 0 | 0% | 2 | 5% |
| 02 | Professional | 226 | 55% | 136 | 33% | 24 | 6% | 8 | 2% | 2 | 0% | 2 | 0% | 6 | 1% |
| 03 | Technician | 138 | 70% | 37 | 19% | 11 | 6% | 7 | 4% | 1 | 1% | 2 | 1% | 1 | 1% |
| 04 | Protective Service | 1,226 | 74% | 192 | 12% | 136 | 8% | 14 | 1% | 27 | 2% | 0 | 0% | 53 | 3% |
| 05 | Para- Professionals | 8 | 13% | 44 | 73% | 1 | 2% | 3 | 5% | 0 | 0% | 1 | 2% | 0 | 0% |
| 06 | Administrative Support | 42 | 14% | 224 | 76% | 1 | 0% | 23 | 8% | 0 | 0% | 2 | 1% | 0 | 0% |
| 07 | Skilled Craft | 17 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| 08 | Service/ Maintenance | 11 | 52% | 4 | 19% | 1 | 5% | 3 | 14% | 0 | 0% | 0 | 0% | 2 | 10% |
| DEPARTMENT TOTALS BY CATEGORY: | | 1,696 | 63% | 643 | 24 | 176 | 7% | 60 | 2% | 30 | 1% | 7 | 0% | 62 | 2% |
| | | | | | | | | | | | | | | | |
| Department Total: | | | | | | | | | | | | | | 2,702 | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|--------------------------------|-------------------------|-------|-----|--------|-----|-------|----|--------|-----|-----------------|----|--------|-----|----------|----|--------|----|-------|----|--------|----|-------|----|--------|----|-------|-----|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: TRANSPORTATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 53 | 64% | 17 | 20% | 6 | 7% | 4 | 5% | 2 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 62 | 21 | | | | |
| 02 | Professional | 545 | 57% | 255 | 27% | 48 | 5% | 37 | 4% | 4 | 0% | 0 | 0% | 18 | 2% | 6 | 1% | 23 | 2% | 11 | 1% | 3 | 0% | 4 | 0% | 641 | 313 | | |
| 03 | Technician | 454 | 70% | 97 | 15% | 26 | 4% | 13 | 2% | 2 | 0% | 0 | 0% | 12 | 2% | 0 | 0% | 9 | 1% | 2 | 0% | 24 | 4% | 7 | 1% | 527 | 119 | | |
| 04 | Protective Service | 19 | 30% | 27 | 42% | 2 | 3% | 4 | 6% | 2 | 3% | 7 | 11% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 25 | 39 | | |
| 05 | Para- Professionals | 71 | 51% | 51 | 37% | 3 | 2% | 8 | 6% | 0 | 0% | 1 | 1% | 2 | 1% | 2 | 1% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 76 | 63 | | |
| 06 | Administrative Support | 3 | 1% | 197 | 83% | 2 | 1% | 26 | 11% | 0 | 0% | 3 | 1% | 0 | 0% | 6 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 5 | 233 | | |
| 07 | Skilled Craft | 562 | 80% | 39 | 6% | 47 | 7% | 4 | 1% | 23 | 3% | 1 | 0% | 19 | 3% | 2 | 0% | 1 | 0% | 0 | 0% | 7 | 1% | 1 | 0% | 659 | 47 | | |
| 08 | Service/ Maintenance | 45 | 60% | 17 | 23% | 5 | 7% | 2 | 3% | 0 | 0% | 1 | 1% | 1 | 1% | 0 | 0% | 0 | 0% | 2 | 3% | 2 | 3% | 53 | 22 | | | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 1,752 | 60% | 700 | 24 | 139 | 5% | 98 | 3% | 33 | 1% | 13 | 0% | 54 | 2% | 16 | 1% | 33 | 1% | 14 | 0% | 37 | 1% | 16 | 1% | 2,048 | 857 | | |
| Department Total: 2,905 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | | | Black | | | | American Indian | | | | Hispanic | | | | Asian | | | | Other | | | | Total | | | |
|--------------------------------|-------------------------|-------|-----|--------|-----|-------|----|--------|-----|-----------------|----|--------|----|----------|----|--------|-----|-------|----|--------|----|-------|----|--------|----|-------|-----|--------|--|
| | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| Department: TREASURY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | Official/ Administrator | 43 | 52% | 27 | 33% | 5 | 6% | 4 | 5% | 0 | 0% | 1 | 1% | 2 | 2% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 51 | 32 | | |
| 02 | Professional | 271 | 41% | 221 | 34% | 53 | 8% | 64 | 10% | 1 | 0% | 1 | 0% | 11 | 2% | 8 | 1% | 16 | 2% | 8 | 1% | 1 | 0% | 0 | 0% | 353 | 302 | | |
| 03 | Technician | 10 | 45% | 10 | 45% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5% | 1 | 5% | | | 11 | 11 | | |
| 05 | Para- Professionals | 20 | 15% | 76 | 57% | 7 | 5% | 23 | 17% | 0 | 0% | 1 | 1% | 1 | 1% | 4 | 3% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 28 | 105 | | |
| 06 | Administrative Support | 40 | 7% | 386 | 70% | 8 | 1% | 81 | 15% | 0 | 0% | 4 | 1% | 5 | 1% | 22 | 4% | 2 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 55 | 494 | | |
| 07 | Skilled Craft | 1 | 20% | 2 | 40% | 0 | 0% | 1 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4 | | |
| 08 | Service/ Maintenance | 11 | 37% | 12 | 40% | 2 | 7% | 3 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 1 | 3% | 0 | 0% | 0 | 0% | 14 | 16 | | |
| DEPARTMENT TOTALS BY CATEGORY: | | 396 | 27% | 734 | 50 | 75 | 5% | 176 | 12% | 1 | 0% | 7 | 0% | 19 | 1% | 35 | 2% | 20 | 1% | 11 | 1% | 2 | 0% | 1 | 0% | 513 | 964 | | |
| Department Total: 1,477 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | | | | | | | | | | | | | |
|-------------------------------|--------|--------|--------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-----|----|-----|----|-----|----|-----|----|--------|----|--------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | | | | | | | | |
| STATEWIDE TOTALS BY CATEGORY: | 22,780 | 41% | 19,641 | 36 | 3,038 | 6% | 6,725 | 12% | 389 | 1% | 258 | 0% | 670 | 1% | 829 | 2% | 293 | 1% | 320 | 1% | 134 | 0% | 149 | 0% | 27,304 | 27,922 |
| State Employees Grand Total: | | | | | | | | | | | | | | | | | | | | | | | 55,226 | | | |

**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEP 27, 2003**

| HRS DEPARTMENT | WHITE | | | | BLACK | | | | AMERICAN INDIAN | | | | HISPANIC | | | | ASIAN | | | | OTHER | | | | FEMALE No. | MINORITY No. | GRAND TOTAL | | |
|------------------------------|--------|------|--------|------|-------|------|--------|------|-----------------|-----|--------|-----|----------|-----|--------|-----|-------|-----|--------|-----|---------------|---------------|-----|-----|---------------|-----------------|----------------|------|--------|
| | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | MALE | | FEMALE | | FEMALE No. | FEMALE No. | | | | | | | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | | | | | | | | | | | |
| AGRICULTURE | 326 | 47.0 | 296 | 42.7 | 12 | 1.7 | 28 | 4.0 | 3 | 0.4 | 3 | 0.4 | 3 | 0.4 | 6 | 0.9 | 5 | 0.7 | 8 | 1.2 | 2 | 0.3 | 1 | 0.1 | 342 | 49.4 | 68 | 9.8 | 693 |
| ATTORNEY GENERAL | 195 | 41.2 | 212 | 44.8 | 14 | 3.0 | 36 | 7.6 | 0 | 0.0 | 1 | 0.2 | 4 | 0.8 | 9 | 1.9 | 1 | 0.2 | 1 | 0.2 | 0 | 0.0 | 0 | 0.0 | 259 | 54.8 | 66 | 14.0 | 473 |
| AUDITOR GENERAL | 63 | 41.7 | 79 | 52.3 | 4 | 2.6 | 4 | 2.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.7 | 0 | 0.0 | 0 | 0.0 | 84 | 55.6 | 9 | 6.0 | 151 |
| CAREER DEVELOPMENT | 259 | 28.7 | 348 | 38.6 | 71 | 7.9 | 160 | 17.8 | 3 | 0.3 | 6 | 0.7 | 12 | 1.3 | 28 | 3.1 | 1 | 0.1 | 10 | 1.1 | 3 | 0.3 | 0 | 0.0 | 552 | 61.3 | 291 | 32.3 | 901 |
| CIVIL RIGHTS | 17 | 13.2 | 34 | 26.4 | 18 | 14.0 | 44 | 34.1 | 0 | 0.0 | 1 | 0.8 | 5 | 3.9 | 6 | 4.7 | 1 | 0.8 | 3 | 2.3 | 0 | 0.0 | 0 | 0.0 | 88 | 68.2 | 78 | 60.5 | 129 |
| CIVIL SERVICE | 33 | 18.0 | 107 | 58.5 | 4 | 2.2 | 24 | 13.1 | 2 | 1.1 | 3 | 1.6 | 2 | 1.1 | 4 | 2.2 | 0 | 0.0 | 4 | 2.2 | 0 | 0.0 | 0 | 0.0 | 142 | 77.6 | 43 | 23.5 | 183 |
| COMMUNITY HEALTH | 1,264 | 28.4 | 1,971 | 44.3 | 325 | 7.3 | 603 | 13.6 | 13 | 0.3 | 22 | 0.5 | 50 | 1.1 | 55 | 1.2 | 52 | 1.2 | 81 | 1.8 | 4 | 0.1 | 6 | 0.1 | 2,738 | 61.6 | 1,201 | 27.0 | 4,446 |
| CONSUMER & INDUSTRY SERVICES | 809 | 25.0 | 1,423 | 44.0 | 180 | 5.6 | 648 | 20.0 | 5 | 0.2 | 17 | 0.5 | 32 | 1.0 | 61 | 1.9 | 18 | 0.6 | 32 | 1.0 | 1 | 0.0 | 8 | 0.2 | 2,189 | 67.7 | 993 | 30.7 | 3,234 |
| CORRECTIONS | 9,848 | 57.8 | 3,860 | 22.6 | 1,238 | 7.3 | 1,354 | 7.9 | 237 | 1.4 | 73 | 0.4 | 223 | 1.3 | 122 | 0.7 | 37 | 0.2 | 17 | 0.1 | 28 | 0.2 | 14 | 0.1 | 5,440 | 31.9 | 3,301 | 19.4 | 17,051 |
| EDUCATION | 61 | 20.1 | 212 | 70.0 | 7 | 2.3 | 14 | 4.6 | 0 | 0.0 | 1 | 0.3 | 1 | 0.3 | 6 | 2.0 | 0 | 0.0 | 1 | 0.3 | 0 | 0.0 | 0 | 0.0 | 234 | 77.2 | 30 | 9.9 | 303 |
| ENVIRONMENTAL QUALITY | 696 | 49.7 | 557 | 39.8 | 28 | 2.0 | 48 | 3.4 | 2 | 0.1 | 5 | 0.4 | 13 | 0.9 | 12 | 0.9 | 25 | 1.8 | 15 | 1.1 | 0 | 0.0 | 0 | 0.0 | 637 | 45.5 | 148 | 10.6 | 1,401 |
| EXECUTIVE OFFICE | 11 | 19.6 | 26 | 46.4 | 6 | 10.7 | 7 | 12.5 | 0 | 0.0 | 0 | 0.0 | 1 | 1.8 | 3 | 5.4 | 0 | 0.0 | 1 | 1.8 | 0 | 0.0 | 1 | 1.8 | 38 | 67.9 | 18 | 32.1 | 56 |
| FAMILY INDEPENDENCE AGENCY | 1,603 | 15.6 | 4,845 | 47.2 | 488 | 4.8 | 2,761 | 26.9 | 16 | 0.2 | 63 | 0.6 | 92 | 0.9 | 308 | 3.0 | 26 | 0.3 | 54 | 0.5 | 0 | 0.0 | 1 | 0.0 | 8,032 | 78.3 | 3,808 | 37.1 | 10,257 |
| HISTORY ARTS AND LIBRARIES | 100 | 34.5 | 130 | 44.8 | 5 | 1.7 | 6 | 2.1 | 6 | 2.1 | 2 | 0.7 | 2 | 0.7 | 4 | 1.4 | 1 | 0.3 | 2 | 0.7 | 10 | 3.4 | 22 | 7.6 | 166 | 57.2 | 28 | 9.7 | 290 |
| INFORMATION TECHNOLOGY | 844 | 48.9 | 571 | 33.1 | 77 | 4.5 | 88 | 5.1 | 3 | 0.2 | 2 | 0.1 | 20 | 1.2 | 23 | 1.3 | 36 | 2.1 | 23 | 1.3 | 26 | 1.5 | 12 | 0.7 | 719 | 41.7 | 272 | 15.8 | 1,725 |
| MANAGEMENT & BUDGET | 545 | 42.3 | 531 | 41.2 | 50 | 3.9 | 55 | 4.3 | 3 | 0.2 | 3 | 0.2 | 29 | 2.2 | 16 | 1.2 | 12 | 0.9 | 7 | 0.5 | 13 | 1.0 | 25 | 1.9 | 637 | 49.4 | 175 | 13.6 | 1,289 |
| MILITARY AFFAIRS | 340 | 35.7 | 411 | 43.2 | 36 | 3.8 | 120 | 12.6 | 6 | 0.6 | 5 | 0.5 | 12 | 1.3 | 13 | 1.4 | 2 | 0.2 | 6 | 0.6 | 1 | 0.1 | 0 | 0.0 | 555 | 58.3 | 200 | 21.0 | 952 |
| NATURAL RESOURCES | 1,612 | 62.2 | 837 | 32.3 | 31 | 1.2 | 30 | 1.2 | 21 | 0.8 | 7 | 0.3 | 21 | 0.8 | 17 | 0.7 | 8 | 0.3 | 6 | 0.2 | 1 | 0.0 | 1 | 0.0 | 898 | 34.6 | 141 | 5.4 | 2,592 |
| STATE | 234 | 12.6 | 1,065 | 57.5 | 45 | 2.4 | 335 | 18.1 | 3 | 0.2 | 17 | 0.9 | 12 | 0.6 | 69 | 3.7 | 7 | 0.4 | 17 | 0.9 | 6 | 0.3 | 41 | 2.2 | 1,544 | 83.4 | 505 | 27.3 | 1,851 |
| STATE POLICE | 1,690 | 62.8 | 638 | 23.7 | 175 | 6.5 | 60 | 2.2 | 30 | 1.1 | 7 | 0.3 | 61 | 2.3 | 15 | 0.6 | 8 | 0.3 | 5 | 0.2 | 0 | 0.0 | 0 | 0.0 | 725 | 27.0 | 361 | 13.4 | 2,689 |
| TRANSPORTATION | 1,748 | 60.3 | 700 | 24.1 | 138 | 4.8 | 98 | 3.4 | 33 | 1.1 | 13 | 0.4 | 53 | 1.8 | 16 | 0.6 | 33 | 1.1 | 14 | 0.5 | 37 | 1.3 | 16 | 0.6 | 857 | 29.6 | 398 | 13.7 | 2,899 |
| TREASURY | 396 | 26.8 | 733 | 49.7 | 75 | 5.1 | 176 | 11.9 | 1 | 0.1 | 7 | 0.5 | 19 | 1.3 | 35 | 2.4 | 20 | 1.4 | 11 | 0.7 | 2 | 0.1 | 1 | 0.1 | 963 | 65.2 | 344 | 23.3 | 1,476 |
| TOTALS & PERCENTS | 22,694 | 41.2 | 19,586 | 35.6 | 3,027 | 5.5 | 6,699 | 12.2 | 387 | 0.7 | 258 | 0.5 | 667 | 1.2 | 828 | 1.5 | 293 | 0.5 | 319 | 0.6 | 134 | 0.2 | 149 | 0.3 | 27,839 | 50.6 | 12,478 | 22.7 | 55,041 |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY
PAY PERIOD ENDING: Sep 27, 2003

| EEO CATEGORY: | | White | | Black | | American Indian | | Hispanic | | Asian | | Other | | Total | |
|------------------------------|-------------------------|-------|--------|-------|--------|-----------------|--------|----------|--------|-------|--------|-------|--------|-------|--------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 01 | Official/ Administrator | 59 | 68% | 17 | 20% | 4 | 5% | 7 | 8% | 0 | 0% | 0 | 0% | 63 | 24 |
| 02 | Professional | 362 | 45% | 318 | 39% | 22 | 3% | 82 | 10% | 1 | 0% | 6 | 1% | 398 | 415 |
| 03 | Technician | 41 | 76% | 6 | 11% | 0 | 0% | 4 | 7% | 0 | 0% | 1 | 2% | 43 | 11 |
| 04 | Protective Service | 227 | 75% | 35 | 12% | 18 | 6% | 12 | 4% | 5 | 2% | 1 | 0% | 256 | 48 |
| 05 | Para- Professionals | 93 | 26% | 183 | 52% | 17 | 5% | 49 | 14% | 1 | 0% | 4 | 1% | 113 | 242 |
| 06 | Administrative Support | 35 | 10% | 251 | 70% | 6 | 2% | 48 | 13% | 0 | 0% | 7 | 2% | 42 | 317 |
| 07 | Skilled Craft | 76 | 86% | 3 | 3% | 3 | 3% | 0 | 0% | 1 | 1% | 0 | 0% | 84 | 4 |
| 08 | Service/ Maintenance | 64 | 77% | 11 | 13% | 4 | 5% | 1 | 1% | 2 | 2% | 0 | 0% | 71 | 12 |
| STATEWIDE TOTAL BY CATEGORY: | | 957 | 45% | 824 | 38% | 74 | 3% | 203 | 9% | 9 | 0% | 19 | 1% | 1,070 | 1,073 |

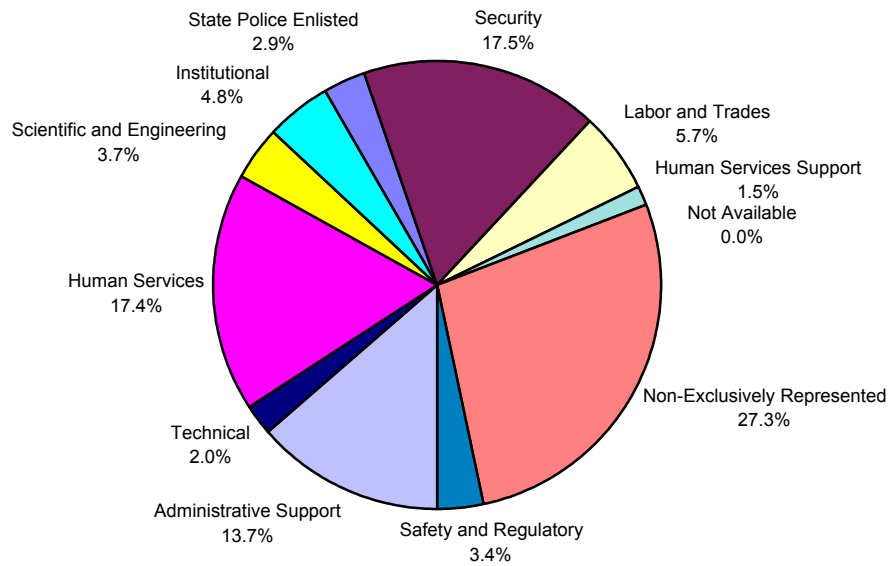
State Employees Grand Total: 2,143

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

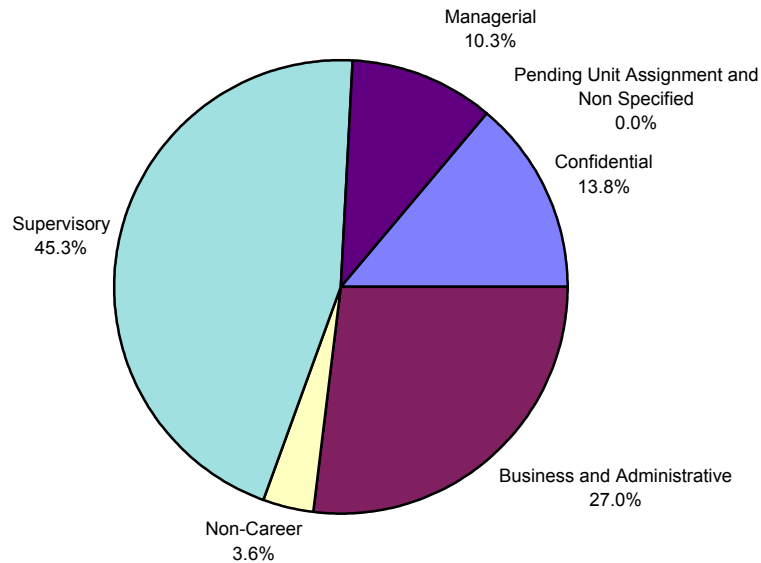
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
2002-03**

Graph 5-1



(55,041 Employees)

**Non-Exclusively Represented
15,020 Employees**



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-27-03.

Comment: Of the 55,041 classified employees at fiscal year end, 72.7 percent were exclusively represented by one of eight employee organizations.

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING SEPTEMBER 27, 2003

| UNION CODE/UNIT NAME | TOTAL EMPLOYEES | M.S.E.A. | | U.A.W. | | MCO, SEIU | | SEIU | | MPES, SEIU | | U.T.E.A. | | M.S.P.T.A. | | AFSCME | |
|--|--------------------|--------------|-------------|---------------------|-------------|----------------------|-------------|---------------------|------------|--------------------|------------|--------------|------------|--------------|------------|---------------------|------------|
| | | EMPLS | PCT | LOCAL 6008 EMPLS | PCT | LOCAL 526-M EMPLS | PCT | LOCAL 31-M EMPLS | PCT | LOCAL 517 EMPLS | PCT | EMPLS | PCT | EMPLS | PCT | COUNCIL 25 EMPLS | PCT |
| A02 SAFETY & REGULATORY | 1,854 | 1,488 | 80.3 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| A31 LABOR AND TRADES | 3,116 | 2,864 | 91.9 | 0 | 0.0 | 1 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.0 | 0 | 0.0 | 3 | 0.1 |
| C12 SECURITY | 9,616 | 0 | 0.0 | 0 | 0.0 | 9,411 | 97.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 0.0 |
| E42 HUMAN SERVICES SUPPORT | 852 | 0 | 0.0 | 2 | 0.2 | 0 | 0.0 | 765 | 89.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| H21 SCIENTIFIC & ENGINEERING | 2,053 | 1 | 0.0 | 1 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,954 | 95.2 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 |
| L32 TECHNICAL | 1,126 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 1 | 0.1 | 1,044 | 92.7 | 0 | 0.0 | 0 | 0.0 |
| N/A UNAVAILABLE | 3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| T01 STATE POLICE ENLISTED | 1,612 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1,588 | 98.5 | 0 | 0.0 |
| U11 INSTITUTIONAL | 2,649 | 3 | 0.1 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 1,901 | 71.8 |
| W22 HUMAN SERVICES | 9,574 | 3 | 0.0 | 8,947 | 93.5 | 7 | 0.1 | 8 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 12 | 0.1 |
| W41 ADMINISTRATIVE SUPPORT | 7,566 | 3 | 0.0 | 6,932 | 91.6 | 0 | 0.0 | 4 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y00 NON-SPECIFIED | 7 | 0 | 0.0 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y23 BUSINESS & ADMINISTRATION | 4,052 | 0 | 0.0 | 14 | 0.3 | 0 | 0.0 | 0 | 0.0 | 1 | 0.0 | 1 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y50 PENDING UNIT ASSIGNMENT | 4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y51 SUPERVISORY | 6,794 | 3 | 0.0 | 33 | 0.5 | 17 | 0.3 | 1 | 0.0 | 7 | 0.1 | 1 | 0.0 | 8 | 0.1 | 0 | 0.0 |
| Y52 NONCAREER | 547 | 2 | 0.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.2 | 0 | 0.0 | 0 | 0.0 |
| Y98 MANAGERIAL | 1,550 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Y99 CONFIDENTIAL | 2,066 | 0 | 0.0 | 11 | 0.5 | 1 | 0.0 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| EXCLUSIVELY REPRESENTED TOTAL | 40,021 | 4,362 | 10.9 | 15,883 | 39.7 | 9,423 | 23.5 | 777 | 1.9 | 1,955 | 4.9 | 1,049 | 2.6 | 1,588 | 4.0 | 1,918 | 4.8 |
| NON-EXCLUSIVELY REPRESENTED TOTAL | 15,020 | 5 | 0.0 | 59 | 0.4 | 18 | 0.1 | 1 | 0.0 | 10 | 0.1 | 3 | 0.0 | 8 | 0.1 | 0 | 0.0 |
| STATEWIDE TOTALS | 55,041 | 4,367 | 7.9 | 15,942 | 29.0 | 9,441 | 17.2 | 778 | 1.4 | 1,965 | 3.6 | 1,052 | 1.9 | 1,596 | 2.9 | 1,918 | 3.5 |

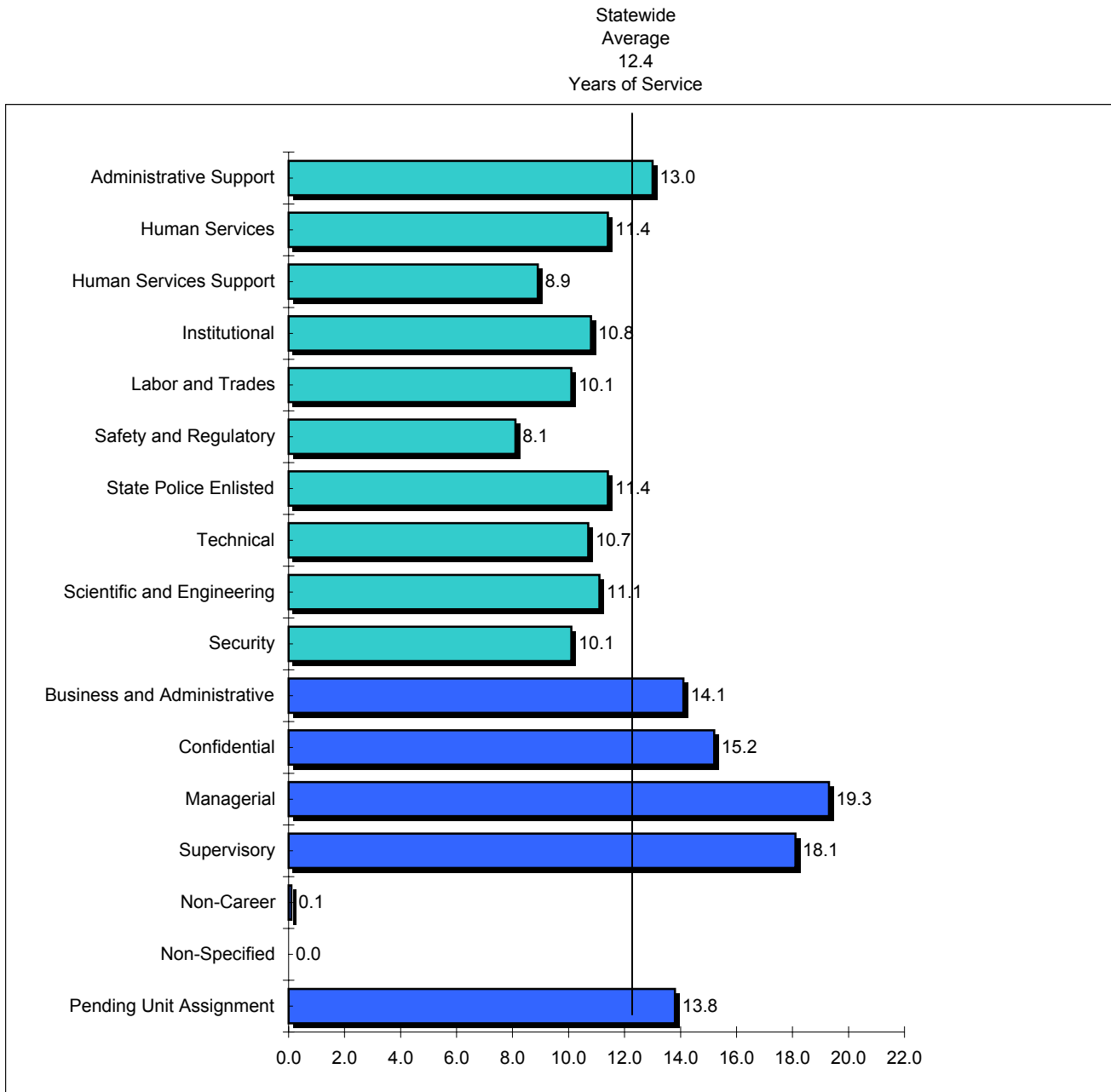
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION_CD

TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT Fiscal Year 2002-03



■ Exclusively Represented Units
■ Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-27-03.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|-----------|------------|------------------------------------|-----------|-----------|----------|----------------------------|----------|---------------|-----------|--------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| A02 SAFETY & REGULATORY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 601 | 246 | 25 | 22 | 2 | 4 | 13 | 4 | 3 | 2 | 4 | 11 | 648 | 289 | 4 | 0 |
| 6 - 10 YEARS | 218 | 37 | 11 | 17 | 4 | 2 | 3 | 0 | 2 | 0 | 0 | 0 | 238 | 56 | 2 | 0 |
| 11- 15 YEARS | 154 | 41 | 18 | 23 | 3 | 5 | 6 | 1 | 1 | 1 | 0 | 0 | 182 | 71 | 5 | 6 |
| 16 - 20 YEARS | 98 | 37 | 19 | 14 | 7 | 0 | 6 | 1 | 1 | 0 | 0 | 0 | 131 | 52 | 4 | 0 |
| 21 - 25 YEARS | 49 | 22 | 9 | 16 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 61 | 40 | 3 | 1 |
| 26 - 30 YEARS | 31 | 13 | 4 | 12 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 39 | 25 | 1 | 2 |
| 31 - 35 YEARS | 14 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 6 | 2 | 1 |
| 36 - 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,167 | 401 | 86 | 105 | 18 | 12 | 33 | 7 | 7 | 3 | 4 | 11 | 1,315 | 539 | 21 | 10 |
| MORE THAN 10 YEARS | 348 | 118 | 50 | 66 | 12 | 6 | 17 | 3 | 2 | 1 | 0 | 0 | 429 | 194 | 15 | 10 |
| AVERAGE YEARS | 7.7 | 6.7 | 12.3 | 14.1 | 14.3 | 9.6 | 10.3 | 7.9 | 8.0 | 6.0 | 0.0 | 0.1 | 8.1 | 8.1 | 15.3 | 19.2 |
| BARGAINING UNIT AVERAGE YEARS | 8.1 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|------------|-----------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|----------|--------------|------------|------------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| A31 LABOR AND TRADES | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 997 | 250 | 54 | 8 | 14 | 2 | 14 | 2 | 0 | 2 | 17 | 8 | 1,096 | 272 | 3 | 0 |
| 6 - 10 YEARS | 343 | 37 | 21 | 2 | 12 | 1 | 7 | 1 | 0 | 0 | 0 | 0 | 383 | 41 | 6 | 1 |
| 11- 15 YEARS | 348 | 36 | 36 | 5 | 5 | 0 | 13 | 1 | 1 | 0 | 0 | 0 | 403 | 42 | 29 | 2 |
| 16 - 20 YEARS | 277 | 24 | 33 | 5 | 6 | 0 | 9 | 2 | 2 | 0 | 0 | 0 | 327 | 31 | 37 | 1 |
| 21 - 25 YEARS | 183 | 20 | 23 | 5 | 5 | 0 | 7 | 3 | 0 | 0 | 0 | 0 | 218 | 28 | 23 | 1 |
| 26 - 30 YEARS | 181 | 17 | 10 | 5 | 8 | 0 | 15 | 1 | 0 | 0 | 0 | 0 | 214 | 23 | 12 | 3 |
| 31 - 35 YEARS | 26 | 2 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 30 | 2 | 4 | 1 |
| 36 - 40 YEARS | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 2,361 | 386 | 178 | 30 | 50 | 3 | 68 | 10 | 3 | 2 | 17 | 8 | 2,677 | 439 | 115 | 9 |
| MORE THAN 10 YEARS | 1,021 | 99 | 103 | 20 | 24 | 0 | 47 | 7 | 3 | 0 | 0 | 0 | 1,198 | 126 | 106 | 8 |
| AVERAGE YEARS | 10.4 | 6.1 | 12.4 | 15.1 | 12.6 | 2.7 | 16.3 | 16.8 | 15.0 | 2.0 | 0.2 | 0.0 | 10.7 | 6.8 | 18.5 | 21.8 |
| BARGAINING UNIT AVERAGE YEARS | 10.1 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|--------------|-------------|------------|------------------------------------|-----------|------------|-----------|----------------------------|----------|---------------|----------|--------------|--------------|------------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| C12 SECURITY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 1,955 | 457 | 256 | 238 | 40 | 12 | 51 | 28 | 10 | 1 | 21 | 7 | 2,333 | 743 | 3 | 1 |
| 6 - 10 YEARS | 1,483 | 327 | 168 | 149 | 54 | 8 | 57 | 12 | 3 | 0 | 0 | 0 | 1,765 | 496 | 6 | 4 |
| 11- 15 YEARS | 1,522 | 230 | 107 | 73 | 51 | 6 | 42 | 4 | 4 | 0 | 0 | 0 | 1,726 | 313 | 54 | 9 |
| 16 - 20 YEARS | 1,193 | 145 | 181 | 141 | 26 | 5 | 21 | 3 | 1 | 1 | 0 | 0 | 1,422 | 295 | 71 | 15 |
| 21 - 25 YEARS | 275 | 25 | 37 | 16 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 318 | 41 | 16 | 1 |
| 26 - 30 YEARS | 134 | 6 | 13 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 148 | 9 | 5 | 0 |
| 31 - 35 YEARS | 4 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 6,566 | 1,190 | 765 | 619 | 175 | 31 | 174 | 48 | 18 | 2 | 21 | 7 | 7,719 | 1,897 | 155 | 30 |
| MORE THAN 10 YEARS | 3,128 | 406 | 341 | 232 | 81 | 11 | 66 | 8 | 5 | 1 | 0 | 0 | 3,621 | 658 | 146 | 25 |
| AVERAGE YEARS | 10.5 | 8.5 | 10.4 | 9.1 | 10.3 | 9.0 | 9.5 | 6.4 | 7.2 | 11.0 | 1.3 | 1.0 | 10.5 | 8.6 | 16.5 | 14.6 |
| BARGAINING UNIT AVERAGE YEARS | | | 10.1 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|-----------------------------------|------------|------------|-----------|------------|------------------------------------|-----------|----------|-----------|----------------------------|----------|---------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| E42 HUMAN SERVICES SUPPORT | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 50 | 119 | 47 | 191 | 0 | 2 | 3 | 12 | 3 | 6 | 3 | 8 | 106 | 338 | 0 | 1 |
| 6 - 10 YEARS | 12 | 34 | 8 | 14 | 0 | 3 | 1 | 3 | 1 | 0 | 0 | 0 | 22 | 54 | 3 | 2 |
| 11- 15 YEARS | 31 | 46 | 6 | 43 | 0 | 2 | 2 | 7 | 0 | 0 | 0 | 0 | 39 | 98 | 8 | 14 |
| 16 - 20 YEARS | 7 | 31 | 3 | 19 | 0 | 0 | 2 | 4 | 0 | 1 | 0 | 0 | 12 | 55 | 4 | 4 |
| 21 - 25 YEARS | 4 | 33 | 4 | 15 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 9 | 53 | 4 | 5 |
| 26 - 30 YEARS | 11 | 21 | 1 | 18 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 40 | 4 | 5 |
| 31 - 35 YEARS | 5 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 6 | 2 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 120 | 289 | 70 | 302 | 1 | 11 | 9 | 28 | 4 | 7 | 3 | 8 | 207 | 645 | 25 | 31 |
| MORE THAN 10 YEARS | 58 | 136 | 15 | 97 | 1 | 6 | 5 | 13 | 0 | 1 | 0 | 0 | 79 | 253 | 22 | 28 |
| AVERAGE YEARS | 10.4 | 10.8 | 6.4 | 7.2 | 27.0 | 14.0 | 10.9 | 9.1 | 3.3 | 3.6 | 1.0 | 1.6 | 8.9 | 8.9 | 18.8 | 16.9 |

BARGAINING UNIT AVERAGE YEARS 8.9

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|---|--------------|------------|-----------|-----------|------------------------------------|----------|-----------|----------|----------------------------|-----------|---------------|----------|--------------|------------|-----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| H21 SCIENTIFIC & ENGINEERING | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 441 | 215 | 10 | 8 | 0 | 0 | 5 | 4 | 18 | 14 | 3 | 1 | 477 | 242 | 1 | 1 |
| 6 - 10 YEARS | 212 | 94 | 8 | 9 | 0 | 0 | 2 | 1 | 8 | 7 | 0 | 0 | 230 | 111 | 3 | 1 |
| 11- 15 YEARS | 276 | 147 | 12 | 9 | 1 | 1 | 7 | 1 | 10 | 6 | 0 | 0 | 306 | 164 | 5 | 1 |
| 16 - 20 YEARS | 129 | 69 | 13 | 6 | 1 | 3 | 2 | 0 | 7 | 2 | 0 | 0 | 152 | 80 | 5 | 2 |
| 21 - 25 YEARS | 99 | 36 | 10 | 2 | 0 | 0 | 1 | 0 | 5 | 1 | 0 | 0 | 115 | 39 | 3 | 3 |
| 26 - 30 YEARS | 83 | 7 | 4 | 1 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 92 | 8 | 2 | 0 |
| 31 - 35 YEARS | 24 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 26 | 2 | 1 | 0 |
| 36 - 40 YEARS | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 7 | 0 | 1 | 0 |
| MORE THAN 40 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| BARGAINING UNIT TOTAL | 1,272 | 570 | 57 | 35 | 2 | 4 | 19 | 6 | 54 | 30 | 3 | 1 | 1,407 | 646 | 22 | 8 |
| MORE THAN 10 YEARS | 619 | 261 | 39 | 18 | 2 | 4 | 12 | 1 | 28 | 9 | 0 | 0 | 700 | 293 | 18 | 6 |
| AVERAGE YEARS | 11.5 | 9.7 | 14.6 | 11.4 | 16.5 | 17.3 | 12.3 | 7.2 | 12.7 | 8.2 | 1.3 | 1.0 | 11.7 | 9.7 | 19.5 | 16.4 |
| BARGAINING UNIT AVERAGE YEARS | 11.1 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|-------------|------------|-----------|-----------|------------------------------------|----------|-----------|----------|----------------------------|----------|---------------|----------|------------|------------|-----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| L32 TECHNICAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 279 | 115 | 6 | 10 | 0 | 0 | 3 | 1 | 4 | 3 | 25 | 7 | 317 | 136 | 2 | 0 |
| 6 - 10 YEARS | 114 | 35 | 4 | 2 | 0 | 0 | 2 | 0 | 3 | 2 | 0 | 0 | 123 | 39 | 1 | 0 |
| 11- 15 YEARS | 140 | 41 | 8 | 5 | 1 | 0 | 1 | 0 | 3 | 1 | 0 | 0 | 153 | 47 | 6 | 1 |
| 16 - 20 YEARS | 82 | 29 | 11 | 5 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 95 | 37 | 3 | 2 |
| 21 - 25 YEARS | 32 | 12 | 5 | 4 | 3 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 44 | 17 | 1 | 1 |
| 26 - 30 YEARS | 53 | 4 | 2 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 58 | 5 | 7 | 0 |
| 31 - 35 YEARS | 29 | 4 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 33 | 4 | 4 | 0 |
| 36 - 40 YEARS | 15 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 2 | 2 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 745 | 242 | 36 | 27 | 4 | 1 | 16 | 4 | 13 | 6 | 25 | 7 | 839 | 287 | 26 | 4 |
| MORE THAN 10 YEARS | 352 | 92 | 26 | 15 | 4 | 1 | 11 | 3 | 6 | 1 | 0 | 0 | 399 | 112 | 23 | 4 |
| AVERAGE YEARS | 11.4 | 8.7 | 14.6 | 11.3 | 20.3 | 18.0 | 18.4 | 15.0 | 12.7 | 6.5 | 0.0 | 0.3 | 11.4 | 8.8 | 21.7 | 18.3 |
| BARGAINING UNIT AVERAGE YEARS | 10.7 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|----------|----------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|----------|----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| N/A UNAVAILABLE | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| 6 - 10 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 11- 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 - 30 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 |
| MORE THAN 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AVERAGE YEARS | -1.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | -1.0 | 7.0 | 0.0 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | 1.7 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|------------|-------------|-----------|------------------------------------|----------|-----------|----------|----------------------------|----------|---------------|----------|--------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| T01 STATE POLICE ENLISTED | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 293 | 23 | 6 | 2 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 305 | 25 | 0 | 0 |
| 6 - 10 YEARS | 477 | 73 | 37 | 4 | 18 | 0 | 17 | 0 | 3 | 0 | 0 | 0 | 552 | 77 | 2 | 0 |
| 11- 15 YEARS | 159 | 29 | 28 | 3 | 3 | 0 | 7 | 1 | 2 | 1 | 0 | 0 | 199 | 34 | 0 | 0 |
| 16 - 20 YEARS | 145 | 48 | 29 | 2 | 5 | 0 | 14 | 1 | 0 | 0 | 0 | 0 | 193 | 51 | 0 | 0 |
| 21 - 25 YEARS | 85 | 8 | 25 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 114 | 9 | 1 | 0 |
| 26 - 30 YEARS | 25 | 2 | 3 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 31 | 3 | 0 | 0 |
| 31 - 35 YEARS | 11 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 |
| 36 - 40 YEARS | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,200 | 183 | 130 | 13 | 26 | 0 | 51 | 2 | 6 | 1 | 0 | 0 | 1,413 | 199 | 3 | 0 |
| MORE THAN 10 YEARS | 430 | 87 | 87 | 7 | 8 | 0 | 29 | 2 | 2 | 1 | 0 | 0 | 556 | 97 | 1 | 0 |
| AVERAGE YEARS | 10.8 | 11.8 | 15.3 | 13.3 | 10.7 | 0.0 | 14.0 | 15.0 | 9.5 | 14.0 | 0.0 | 0.0 | 11.3 | 12.0 | 14.3 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | | | 11.4 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|--------------|-------------|------------|------------------------------------|----------|-----------|-----------|----------------------------|----------|---------------|----------|--------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| U11 INSTITUTIONAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 311 | 436 | 88 | 183 | 2 | 2 | 10 | 12 | 4 | 6 | 5 | 2 | 420 | 641 | 0 | 0 |
| 6 - 10 YEARS | 145 | 170 | 54 | 60 | 1 | 2 | 6 | 7 | 3 | 0 | 0 | 0 | 209 | 239 | 2 | 0 |
| 11- 15 YEARS | 100 | 83 | 32 | 54 | 2 | 1 | 7 | 3 | 1 | 3 | 0 | 0 | 142 | 144 | 7 | 2 |
| 16 - 20 YEARS | 71 | 101 | 32 | 56 | 2 | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 105 | 164 | 7 | 5 |
| 21 - 25 YEARS | 94 | 142 | 57 | 62 | 3 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 158 | 208 | 7 | 12 |
| 26 - 30 YEARS | 73 | 87 | 15 | 27 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 91 | 114 | 10 | 2 |
| 31 - 35 YEARS | 3 | 4 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 6 | 1 | 0 |
| 36 - 40 YEARS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 798 | 1,024 | 279 | 445 | 11 | 6 | 29 | 32 | 9 | 9 | 5 | 2 | 1,131 | 1,518 | 34 | 21 |
| MORE THAN 10 YEARS | 342 | 418 | 137 | 202 | 8 | 2 | 13 | 13 | 2 | 3 | 0 | 0 | 502 | 638 | 32 | 21 |
| AVERAGE YEARS | 10.8 | 10.6 | 12.1 | 10.9 | 15.7 | 7.8 | 10.9 | 10.3 | 7.7 | 7.3 | -0.6 | 0.0 | 11.1 | 10.7 | 20.8 | 22.1 |
| BARGAINING UNIT AVERAGE YEARS | | | 10.8 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|--------------|------------|--------------|------------------------------------|-----------|-----------|------------|----------------------------|-----------|---------------|----------|--------------|--------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| W22 HUMAN SERVICES | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 571 | 1,605 | 143 | 898 | 5 | 12 | 25 | 83 | 18 | 31 | 7 | 5 | 769 | 2,634 | 8 | 10 |
| 6 - 10 YEARS | 481 | 844 | 123 | 377 | 3 | 17 | 20 | 67 | 9 | 20 | 0 | 0 | 636 | 1,325 | 10 | 25 |
| 11- 15 YEARS | 288 | 622 | 61 | 260 | 2 | 11 | 14 | 51 | 4 | 16 | 0 | 0 | 369 | 960 | 24 | 54 |
| 16 - 20 YEARS | 214 | 349 | 53 | 201 | 2 | 5 | 7 | 33 | 3 | 12 | 0 | 0 | 279 | 600 | 19 | 37 |
| 21 - 25 YEARS | 235 | 473 | 41 | 300 | 2 | 8 | 6 | 15 | 5 | 7 | 0 | 0 | 289 | 803 | 33 | 66 |
| 26 - 30 YEARS | 223 | 301 | 30 | 193 | 3 | 3 | 3 | 5 | 3 | 0 | 0 | 0 | 262 | 502 | 20 | 31 |
| 31 - 35 YEARS | 31 | 52 | 7 | 39 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 38 | 95 | 3 | 5 |
| 36 - 40 YEARS | 6 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 5 | 0 | 0 |
| MORE THAN 40 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 2,050 | 4,250 | 459 | 2,269 | 17 | 57 | 75 | 257 | 42 | 86 | 7 | 5 | 2,650 | 6,924 | 117 | 228 |
| MORE THAN 10 YEARS | 998 | 1,801 | 193 | 994 | 9 | 28 | 30 | 107 | 15 | 35 | 0 | 0 | 1,245 | 2,965 | 99 | 193 |
| AVERAGE YEARS | 12.6 | 10.9 | 11.2 | 11.5 | 13.4 | 11.9 | 10.1 | 10.2 | 9.9 | 9.6 | 1.1 | 1.0 | 12.2 | 11.0 | 19.0 | 18.2 |
| BARGAINING UNIT AVERAGE YEARS | 11.4 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|--------------|-------------|--------------|------------------------------------|-----------|-----------|------------|----------------------------|-----------|---------------|-----------|------------|--------------|-----------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| W41 ADMINISTRATIVE SUPPORT | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 241 | 1,615 | 38 | 339 | 1 | 10 | 9 | 74 | 7 | 14 | 9 | 60 | 305 | 2,112 | 2 | 12 |
| 6 - 10 YEARS | 87 | 786 | 16 | 179 | 1 | 19 | 5 | 26 | 0 | 8 | 0 | 0 | 109 | 1,018 | 7 | 29 |
| 11- 15 YEARS | 68 | 719 | 11 | 183 | 1 | 12 | 4 | 55 | 2 | 6 | 0 | 0 | 86 | 975 | 22 | 101 |
| 16 - 20 YEARS | 35 | 601 | 12 | 181 | 0 | 13 | 7 | 42 | 1 | 6 | 0 | 0 | 55 | 843 | 14 | 71 |
| 21 - 25 YEARS | 50 | 725 | 20 | 220 | 0 | 17 | 4 | 37 | 0 | 6 | 0 | 0 | 74 | 1,005 | 16 | 85 |
| 26 - 30 YEARS | 42 | 613 | 1 | 145 | 0 | 3 | 2 | 12 | 0 | 1 | 0 | 0 | 45 | 774 | 8 | 52 |
| 31 - 35 YEARS | 9 | 102 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 138 | 1 | 6 |
| 36 - 40 YEARS | 0 | 14 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 0 | 1 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 532 | 5,175 | 101 | 1,284 | 3 | 74 | 31 | 246 | 10 | 41 | 9 | 60 | 686 | 6,880 | 70 | 357 |
| MORE THAN 10 YEARS | 204 | 2,774 | 47 | 766 | 1 | 45 | 17 | 146 | 3 | 19 | 0 | 0 | 272 | 3,750 | 61 | 316 |
| AVERAGE YEARS | 10.3 | 13.2 | 11.5 | 14.2 | 7.7 | 14.3 | 12.5 | 12.5 | 6.4 | 10.9 | 0.3 | 0.1 | 10.4 | 13.2 | 17.7 | 18.4 |
| BARGAINING UNIT AVERAGE YEARS | | | 13.0 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|----------|----------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|----------|----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y00 NON-SPECIFIED | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 3 | 0 | 0 |
| 6 - 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11- 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 - 30 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 3 | 0 | 0 |
| MORE THAN 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AVERAGE YEARS | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | 0.0 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--|--------------|--------------|-------------|------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|-----------|--------------|--------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y23 BUSINESS & ADMINISTRATION | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 429 | 440 | 47 | 78 | 2 | 3 | 8 | 12 | 21 | 18 | 21 | 11 | 528 | 562 | 5 | 1 |
| 6 - 10 YEARS | 246 | 248 | 33 | 59 | 2 | 2 | 5 | 5 | 9 | 11 | 0 | 0 | 295 | 325 | 4 | 4 |
| 11- 15 YEARS | 180 | 244 | 39 | 57 | 2 | 1 | 8 | 11 | 7 | 8 | 1 | 0 | 237 | 321 | 21 | 23 |
| 16 - 20 YEARS | 172 | 250 | 47 | 78 | 1 | 3 | 11 | 11 | 15 | 9 | 0 | 0 | 246 | 351 | 31 | 17 |
| 21 - 25 YEARS | 163 | 244 | 38 | 70 | 2 | 2 | 9 | 5 | 1 | 5 | 0 | 0 | 213 | 326 | 27 | 25 |
| 26 - 30 YEARS | 191 | 249 | 18 | 45 | 0 | 1 | 2 | 2 | 3 | 2 | 0 | 0 | 214 | 299 | 22 | 27 |
| 31 - 35 YEARS | 51 | 58 | 2 | 5 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 55 | 64 | 7 | 4 |
| 36 - 40 YEARS | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 7 | 8 | 1 | 2 |
| MORE THAN 40 YEARS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 1,439 | 1,740 | 225 | 392 | 10 | 12 | 44 | 48 | 56 | 53 | 22 | 11 | 1,796 | 2,256 | 118 | 103 |
| MORE THAN 10 YEARS | 764 | 1,052 | 145 | 255 | 6 | 7 | 31 | 31 | 26 | 24 | 1 | 0 | 973 | 1,369 | 109 | 98 |
| AVERAGE YEARS | 13.6 | 14.7 | 14.5 | 15.1 | 14.3 | 13.6 | 15.2 | 13.5 | 11.0 | 11.1 | 1.5 | 0.9 | 13.5 | 14.6 | 20.6 | 21.2 |
| BARGAINING UNIT AVERAGE YEARS | | | 14.1 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|----------|----------|-------------|----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|----------|----------|----------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y50 PENDING UNIT ASSIGNMENT | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 6 - 10 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 11- 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 21 - 25 YEARS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 26 - 30 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 | 0 |
| MORE THAN 10 YEARS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| AVERAGE YEARS | 15.0 | 10.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 15.0 | 10.0 | 20.5 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | | | 13.8 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|--------------|--------------|------------|------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|----------|--------------|--------------|------------|------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y51 SUPERVISORY | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 210 | 181 | 22 | 49 | 1 | 1 | 1 | 0 | 6 | 6 | 3 | 1 | 243 | 238 | 3 | 0 |
| 6 - 10 YEARS | 362 | 285 | 55 | 91 | 6 | 8 | 6 | 6 | 7 | 10 | 0 | 0 | 436 | 400 | 4 | 5 |
| 11- 15 YEARS | 590 | 350 | 91 | 128 | 17 | 3 | 21 | 10 | 10 | 10 | 0 | 0 | 729 | 501 | 32 | 21 |
| 16 - 20 YEARS | 781 | 404 | 150 | 171 | 17 | 7 | 26 | 15 | 15 | 5 | 0 | 0 | 989 | 602 | 79 | 39 |
| 21 - 25 YEARS | 534 | 432 | 85 | 143 | 8 | 6 | 12 | 16 | 4 | 8 | 0 | 0 | 643 | 605 | 67 | 59 |
| 26 - 30 YEARS | 565 | 266 | 61 | 114 | 7 | 1 | 14 | 8 | 4 | 2 | 0 | 0 | 651 | 391 | 65 | 23 |
| 31 - 35 YEARS | 191 | 77 | 19 | 28 | 1 | 1 | 2 | 5 | 1 | 0 | 0 | 0 | 214 | 111 | 22 | 7 |
| 36 - 40 YEARS | 19 | 7 | 0 | 6 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 22 | 13 | 5 | 2 |
| MORE THAN 40 YEARS | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 1 |
| BARGAINING UNIT TOTAL | 3,254 | 2,003 | 484 | 732 | 57 | 27 | 82 | 60 | 50 | 41 | 3 | 1 | 3,930 | 2,864 | 277 | 157 |
| MORE THAN 10 YEARS | 2,682 | 1,537 | 407 | 592 | 50 | 18 | 75 | 54 | 37 | 25 | 0 | 0 | 3,251 | 2,226 | 270 | 152 |
| AVERAGE YEARS | 18.6 | 17.4 | 18.1 | 18.2 | 17.4 | 16.3 | 18.6 | 20.2 | 16.6 | 13.9 | 1.3 | 3.0 | 18.5 | 17.6 | 22.2 | 21.6 |
| BARGAINING UNIT AVERAGE YEARS | 18.1 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|------------|-----------|-----------|------------------------------------|----------|----------|----------|----------------------------|----------|---------------|-----------|------------|------------|----------|----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y52 NONCAREER | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 167 | 262 | 18 | 41 | 0 | 1 | 8 | 9 | 5 | 3 | 12 | 20 | 210 | 336 | 0 | 0 |
| 6 - 10 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11- 15 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 - 20 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 - 30 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 31 - 35 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 - 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 167 | 263 | 18 | 41 | 0 | 1 | 8 | 9 | 5 | 3 | 12 | 20 | 210 | 337 | 0 | 0 |
| MORE THAN 10 YEARS | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| AVERAGE YEARS | 0.0 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 |
| BARGAINING UNIT AVERAGE YEARS | 0.1 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|-------------|------------|-----------|------------|------------------------------------|----------|-----------|----------|----------------------------|-----------|---------------|----------|------------|------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y98 MANAGERIAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 94 | 65 | 7 | 15 | 0 | 0 | 1 | 2 | 1 | 3 | 2 | 1 | 105 | 86 | 0 | 1 |
| 6 - 10 YEARS | 97 | 50 | 3 | 2 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 104 | 53 | 0 | 1 |
| 11- 15 YEARS | 74 | 74 | 12 | 12 | 0 | 0 | 2 | 2 | 3 | 3 | 0 | 0 | 91 | 91 | 5 | 2 |
| 16 - 20 YEARS | 100 | 71 | 19 | 20 | 3 | 0 | 2 | 2 | 3 | 2 | 0 | 0 | 127 | 95 | 8 | 4 |
| 21 - 25 YEARS | 120 | 82 | 24 | 28 | 1 | 2 | 3 | 2 | 1 | 2 | 0 | 0 | 149 | 116 | 13 | 9 |
| 26 - 30 YEARS | 204 | 104 | 20 | 34 | 3 | 2 | 4 | 0 | 1 | 1 | 0 | 0 | 232 | 141 | 26 | 9 |
| 31 - 35 YEARS | 89 | 23 | 8 | 11 | 1 | 0 | 3 | 0 | 2 | 1 | 0 | 0 | 103 | 35 | 9 | 2 |
| 36 - 40 YEARS | 10 | 6 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 12 | 7 | 3 | 1 |
| MORE THAN 40 YEARS | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 |
| BARGAINING UNIT TOTAL | 791 | 475 | 94 | 123 | 8 | 4 | 18 | 8 | 13 | 13 | 2 | 1 | 926 | 624 | 65 | 29 |
| MORE THAN 10 YEARS | 600 | 360 | 84 | 106 | 8 | 4 | 15 | 6 | 10 | 9 | 0 | 0 | 717 | 485 | 65 | 27 |
| AVERAGE YEARS | 19.8 | 18.0 | 20.7 | 20.9 | 24.1 | 25.0 | 22.2 | 13.9 | 17.5 | 15.2 | 0.5 | 1.0 | 19.9 | 18.5 | 25.9 | 23.3 |
| BARGAINING UNIT AVERAGE YEARS | 19.3 | | | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------------|------------|--------------|-------------|------------|------------------------------------|-----------|-----------|-----------|----------------------------|-----------|---------------|----------|------------|--------------|-----------|-----------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Y99 CONFIDENTIAL | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 83 | 322 | 17 | 55 | 0 | 2 | 4 | 9 | 0 | 8 | 1 | 6 | 105 | 402 | 1 | 1 |
| 6 - 10 YEARS | 30 | 184 | 6 | 32 | 1 | 3 | 1 | 1 | 0 | 2 | 0 | 0 | 38 | 222 | 0 | 2 |
| 11- 15 YEARS | 21 | 220 | 6 | 32 | 1 | 4 | 4 | 9 | 0 | 6 | 0 | 0 | 32 | 271 | 2 | 10 |
| 16 - 20 YEARS | 25 | 174 | 6 | 46 | 0 | 3 | 0 | 17 | 1 | 3 | 0 | 0 | 32 | 243 | 1 | 17 |
| 21 - 25 YEARS | 20 | 205 | 5 | 51 | 1 | 2 | 0 | 16 | 2 | 2 | 0 | 0 | 28 | 276 | 4 | 24 |
| 26 - 30 YEARS | 31 | 220 | 3 | 57 | 2 | 1 | 0 | 10 | 0 | 1 | 0 | 0 | 36 | 289 | 4 | 21 |
| 31 - 35 YEARS | 12 | 61 | 1 | 7 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 14 | 69 | 0 | 5 |
| 36 - 40 YEARS | 2 | 5 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 1 |
| MORE THAN 40 YEARS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BARGAINING UNIT TOTAL | 224 | 1,391 | 44 | 282 | 5 | 15 | 10 | 63 | 3 | 22 | 1 | 6 | 287 | 1,779 | 12 | 81 |
| MORE THAN 10 YEARS | 111 | 885 | 21 | 195 | 4 | 10 | 5 | 53 | 3 | 12 | 0 | 0 | 144 | 1,155 | 11 | 78 |
| AVERAGE YEARS | 13.2 | 15.3 | 11.5 | 16.8 | 20.6 | 14.5 | 11.2 | 17.9 | 22.0 | 11.2 | 1.0 | 0.5 | 13.1 | 15.5 | 20.8 | 22.1 |
| BARGAINING UNIT AVERAGE YEARS | | | 15.2 | | | | | | | | | | | | | |

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 27, 2003

| BARGAINING UNIT CODE / NAME | WHITE | | BLACK | | AMERICAN INDIAN/ ALASKAN NATIVE | | HISPANIC | | ASIAN/ PACIFIC ISLANDER | | NOT DISCLOSED | | TOTAL | | DISABLED | |
|--------------------------------|---------------|---------------|--------------|--------------|------------------------------------|------------|------------|------------|----------------------------|------------|---------------|------------|---------------|---------------|--------------|--------------|
| | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| STATEWIDE TOTALS | | | | | | | | | | | | | | | | |
| LESS THAN 6 YEARS | 6,728 | 6,353 | 785 | 2,137 | 67 | 51 | 160 | 252 | 101 | 117 | 133 | 149 | 7,974 | 9,059 | 32 | 28 |
| 6 - 10 YEARS | 4,307 | 3,206 | 547 | 997 | 102 | 65 | 134 | 129 | 50 | 61 | 0 | 0 | 5,140 | 4,458 | 50 | 74 |
| 11- 15 YEARS | 3,951 | 2,882 | 467 | 887 | 89 | 46 | 138 | 156 | 48 | 61 | 1 | 0 | 4,694 | 4,032 | 220 | 246 |
| 16 - 20 YEARS | 3,330 | 2,333 | 608 | 945 | 70 | 41 | 109 | 139 | 49 | 41 | 0 | 0 | 4,166 | 3,499 | 284 | 214 |
| 21 - 25 YEARS | 1,944 | 2,459 | 383 | 933 | 29 | 41 | 59 | 102 | 19 | 31 | 0 | 0 | 2,434 | 3,566 | 219 | 292 |
| 26 - 30 YEARS | 1,847 | 1,911 | 185 | 655 | 27 | 12 | 52 | 39 | 15 | 7 | 0 | 0 | 2,126 | 2,624 | 186 | 175 |
| 31 - 35 YEARS | 499 | 395 | 47 | 130 | 3 | 2 | 14 | 10 | 7 | 1 | 0 | 0 | 570 | 538 | 56 | 31 |
| 36 - 40 YEARS | 78 | 46 | 2 | 13 | 0 | 0 | 1 | 1 | 4 | 0 | 0 | 0 | 85 | 60 | 13 | 7 |
| MORE THAN 40 YEARS | 10 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 3 | 2 | 1 |
| STATEWIDE TOTAL | 22,694 | 19,586 | 3,027 | 6,699 | 387 | 258 | 667 | 828 | 293 | 319 | 134 | 149 | 27,202 | 27,839 | 1,062 | 1,068 |
| MORE THAN 10 YEARS | 11,659 | 10,027 | 1,695 | 3,565 | 218 | 142 | 373 | 447 | 142 | 141 | 1 | 0 | 14,088 | 14,322 | 980 | 966 |
| AVERAGE YEARS | 12.3 | 12.4 | 13.0 | 12.9 | 12.8 | 13.0 | 12.9 | 12.1 | 11.7 | 10.4 | 0.6 | 0.4 | 12.3 | 12.5 | 20.0 | 19.5 |

STATEWIDE AVERAGE YEARS **12.4**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING SEPTEMBER 27, 2003

| UNIT CODE/ NAME | NUMBER OF EMPLOYEES | PERCENT OF CLASSIFIED EMPLOYEES | AVERAGE AGE | AVERAGE HOURLY PAY RATE | COUNT OF EMPLOYEES RECEIVING LONGEVITY | PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY |
|-------------------------------|---------------------|---------------------------------|-------------|-------------------------|--|---|
| A02 SAFETY & REGULATORY | 1,862 | 3% | 41.6 | \$17.21 | 946 | 51% |
| A31 LABOR AND TRADES | 3,127 | 6% | 44.4 | \$16.66 | 1,791 | 57% |
| C12 SECURITY | 9,705 | 18% | 40.4 | \$19.26 | 6,993 | 72% |
| E42 HUMAN SERVICES SUPPORT | 854 | 2% | 45.2 | \$17.02 | 433 | 51% |
| H21 SCIENTIFIC & ENGINEERING | 2,054 | 4% | 42.4 | \$25.76 | 1,338 | 65% |
| L32 TECHNICAL | 1,126 | 2% | 41.2 | \$18.26 | 677 | 60% |
| N/A UNAVAILABLE | 3 | 0% | 28.3 | \$26.21 | 1 | 33% |
| T01 STATE POLICE ENLISTED | 1,622 | 3% | 37.3 | \$25.01 | 1,304 | 80% |
| U11 INSTITUTIONAL | 2,672 | 5% | 43.6 | \$16.18 | 1,596 | 60% |
| W22 HUMAN SERVICES | 9,592 | 17% | 44.3 | \$21.50 | 5,997 | 63% |
| W41 ADMINISTRATIVE SUPPORT | 7,568 | 14% | 45.2 | \$16.85 | 5,000 | 66% |
| Y00 NON-SPECIFIED | 7 | 0% | 25.9 | \$11.18 | 0 | 0% |
| Y23 BUSINESS & ADMINISTRATION | 4,052 | 7% | 45.4 | \$25.33 | 2,924 | 72% |
| Y50 PENDING UNIT ASSIGNMENT | 4 | 0% | 46.0 | \$21.23 | 4 | 100% |
| Y51 SUPERVISORY | 6,809 | 12% | 47.7 | \$26.71 | 6,301 | 93% |
| Y52 NONCAREER | 547 | 1% | 24.1 | \$11.33 | 1 | 0% |
| Y98 MANAGERIAL | 1,550 | 3% | 50.0 | \$39.45 | 1,355 | 87% |
| Y99 CONFIDENTIAL | 2,067 | 4% | 45.1 | \$22.01 | 1,531 | 74% |
| STATEWIDE TOTALS | 55,221 | 100% | 43.8 | \$21.26 | 38,192 | 69% |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 27, 2003

| | | Health Insurance | | | | | | | Dental Insurance | | | | | | Vision Insurance | |
|--------------------------|---------------------------|------------------|------------------------|------------|--------------------|------------|---------------------|-----------|------------------------|------------|--------------------|-----------|-------------------|-----------|------------------------|------------|
| Bargaining Unit | | Total Employees | State Sponsored Health | % | Health Maintenance | % | Catastrophic Health | % | State Sponsored Dental | % | Dental Maintenance | % | Preventive Dental | % | State Sponsored Vision | % |
| W41 | ADMINISTRATIVE SUPPORT | 7,568 | 3,432 | 45% | 3,186 | 42% | 133 | 2% | 6,457 | 85% | 346 | 5% | 34 | 0% | 6,850 | 91% |
| Y23 | BUSINESS & ADMINISTRATION | 4,052 | 1,664 | 41% | 2,026 | 50% | 90 | 2% | 3,630 | 90% | 159 | 4% | 26 | 1% | 3,827 | 94% |
| Y99 | CONFIDENTIAL | 2,067 | 840 | 41% | 982 | 48% | 42 | 2% | 1,823 | 88% | 60 | 3% | 6 | 0% | 1,889 | 91% |
| W22 | HUMAN SERVICES | 9,592 | 5,524 | 58% | 3,319 | 35% | 164 | 2% | 8,674 | 90% | 376 | 4% | 50 | 1% | 9,105 | 95% |
| E42 | HUMAN SERVICES SUPPORT | 854 | 533 | 62% | 247 | 29% | 12 | 1% | 759 | 89% | 39 | 5% | 2 | 0% | 803 | 94% |
| U11 | INSTITUTIONAL | 2,672 | 1,657 | 62% | 814 | 30% | 16 | 1% | 2,445 | 92% | 50 | 2% | 2 | 0% | 2,507 | 94% |
| A31 | LABOR AND TRADES | 3,127 | 1,498 | 48% | 945 | 30% | 35 | 1% | 2,467 | 79% | 0 | 0% | 10 | 0% | 2,476 | 79% |
| Y98 | MANAGERIAL | 1,550 | 838 | 54% | 626 | 40% | 20 | 1% | 1,463 | 94% | 26 | 2% | 6 | 0% | 1,496 | 97% |
| Y52 | NONCAREER | 547 | 0 | 0% | 6 | 1% | 0 | 0% | 5 | 1% | 1 | 0% | 0 | 0% | 5 | 1% |
| Y00 | NON-SPECIFIED | 7 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Y50 | PENDING UNIT ASSIGNMENT | 4 | 1 | 25% | 3 | 75% | 0 | 0% | 4 | 100% | 0 | 0% | 0 | 0% | 4 | 100 |
| A02 | SAFETY & REGULATORY | 1,862 | 963 | 52% | 334 | 18% | 38 | 2% | 1,282 | 69% | 10 | 1% | 11 | 1% | 1,306 | 70% |
| H21 | SCIENTIFIC & ENGINEERING | 2,054 | 1,095 | 53% | 810 | 39% | 43 | 2% | 1,892 | 92% | 63 | 3% | 13 | 1% | 1,978 | 96% |
| C12 | SECURITY | 9,705 | 5,913 | 61% | 3,186 | 33% | 74 | 1% | 8,935 | 92% | 285 | 3% | 17 | 0% | 9,236 | 95% |
| T01 | STATE POLICE ENLISTED | 1,622 | 1,481 | 91% | 107 | 7% | 5 | 0% | 1,582 | 98% | 8 | 0% | 1 | 0% | 1,591 | 98% |
| Y51 | SUPERVISORY | 6,809 | 3,850 | 57% | 2,490 | 37% | 89 | 1% | 6,325 | 93% | 145 | 2% | 20 | 0% | 6,486 | 95% |
| L32 | TECHNICAL | 1,126 | 568 | 50% | 368 | 33% | 19 | 2% | 922 | 82% | 28 | 2% | 5 | 0% | 959 | 85% |
| | UNAVAILABLE | 3 | 2 | 67% | 0 | 0% | 0 | 0% | 2 | 67% | 0 | 0% | 0 | 0% | 2 | 67% |
| STATEWIDE TOTALS: | | 55,221 | 29,859 | 54% | 19,449 | 35% | 780 | 1% | 48,667 | 88% | 1,596 | 3% | 203 | 0% | 50,520 | 91% |

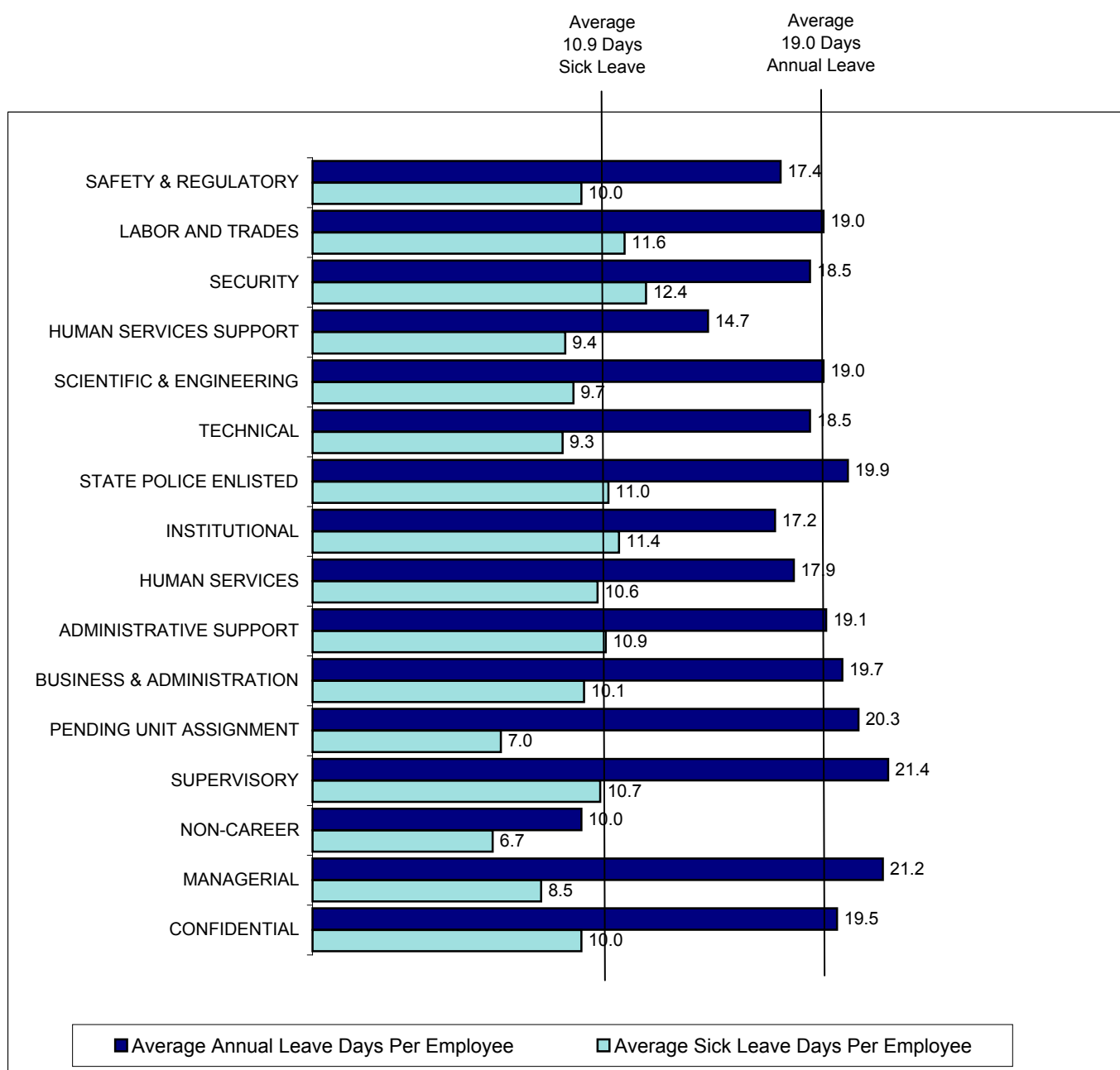
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 27, 2003

| | | Disability Insurance | | | | | Life Insurance | | | | Long Term Care Insurance | |
|--------------------------|---------------------------|----------------------|---------------|------------|--------------|-----------|-----------------|------------|------------------------------|-----------|--------------------------|------------|
| Bargaining Unit | | Total Employees | Aetna | % | Reliastar | % | United of Omaha | % | United Of Omaha Reduced Life | % | Met Life | % |
| W41 | ADMINISTRATIVE SUPPORT | 7,568 | 6,557 | 87% | 147 | 2% | 6,598 | 87% | 426 | 6% | 794 | 10% |
| Y23 | BUSINESS & ADMINISTRATION | 4,052 | 3,593 | 89% | 45 | 1% | 3,625 | 89% | 314 | 8% | 852 | 21% |
| Y99 | CONFIDENTIAL | 2,067 | 1,872 | 91% | 22 | 1% | 1,880 | 91% | 136 | 7% | 423 | 20% |
| W22 | HUMAN SERVICES | 9,592 | 8,676 | 90% | 0 | 0% | 8,962 | 93% | 588 | 6% | 1,168 | 12% |
| E42 | HUMAN SERVICES SUPPORT | 854 | 531 | 62% | 0 | 0% | 786 | 92% | 67 | 8% | 43 | 5% |
| U11 | INSTITUTIONAL | 2,672 | 2,364 | 88% | 2 | 0% | 2,578 | 96% | 77 | 3% | 70 | 3% |
| A31 | LABOR AND TRADES | 3,127 | 2,336 | 75% | 20 | 1% | 2,486 | 80% | 110 | 4% | 124 | 4% |
| Y98 | MANAGERIAL | 1,550 | 1,441 | 93% | 31 | 2% | 1,424 | 92% | 87 | 6% | 435 | 28% |
| Y52 | NONCAREER | 547 | 3 | 1% | 1 | 0% | 9 | 2% | 1 | 0% | 0 | 0% |
| Y00 | NON-SPECIFIED | 7 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Y50 | PENDING UNIT ASSIGNMENT | 4 | 4 | 100% | 0 | 0% | 4 | 100% | 0 | 0% | 1 | 25% |
| A02 | SAFETY & REGULATORY | 1,862 | 1,191 | 64% | 90 | 5% | 1,204 | 65% | 91 | 5% | 102 | 5% |
| H21 | SCIENTIFIC & ENGINEERING | 2,054 | 1,697 | 83% | 21 | 1% | 1,805 | 88% | 185 | 9% | 291 | 14% |
| C12 | SECURITY | 9,705 | 9,200 | 95% | 0 | 0% | 9,454 | 97% | 248 | 3% | 235 | 2% |
| T01 | STATE POLICE ENLISTED | 1,622 | 1,492 | 92% | 1,175 | 72% | 0 | 0% | 24 | 1% | 91 | 6% |
| Y51 | SUPERVISORY | 6,809 | 6,604 | 97% | 200 | 3% | 6,245 | 92% | 261 | 4% | 1,158 | 17% |
| L32 | TECHNICAL | 1,126 | 844 | 75% | 21 | 2% | 849 | 75% | 86 | 8% | 87 | 8% |
| | UNAVAILABLE | 3 | 1 | 33% | 0 | 0% | 2 | 67% | 0 | 0% | 0 | 0% |
| STATEWIDE TOTALS: | | 55,221 | 48,406 | 88% | 1,775 | 3% | 47,911 | 87% | 2,701 | 5% | 5,874 | 11% |

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2002-03



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 10-1-01 through pay period ending 9-27-03.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

FISCAL YEAR 2002-03

| BARGAINING UNIT NAME | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE |
|---------------------------|------------------------|------------------------------------|-------------------------------|------------------------------|
| SAFETY & REGULATORY | 1,311 | 104,857.8 | 80.0 | 10.0 |
| LABOR AND TRADES | 2,495 | 231,433.0 | 92.8 | 11.6 |
| SECURITY | 9,249 | 915,187.1 | 98.9 | 12.4 |
| HUMAN SERVICES SUPPORT | 883 | 66,334.3 | 75.1 | 9.4 |
| SCIENTIFIC & ENGINEERING | 1,852 | 143,407.0 | 77.4 | 9.7 |
| TECHNICAL | 907 | 67,801.2 | 74.8 | 9.3 |
| STATE POLICE ENLISTED | 1,621 | 143,192.7 | 88.3 | 11.0 |
| INSTITUTIONAL | 2,736 | 249,136.6 | 91.1 | 11.4 |
| HUMAN SERVICES | 9,620 | 818,279.2 | 85.1 | 10.6 |
| ADMINISTRATIVE SUPPORT | 7,424 | 647,585.9 | 87.2 | 10.9 |
| BUSINESS & ADMINISTRATION | 3,841 | 311,661.5 | 81.1 | 10.1 |
| PENDING UNIT ASSIGNMENT | 4 | 225.5 | 56.4 | 7.0 |
| SUPERVISORY | 6,435 | 550,587.4 | 85.6 | 10.7 |
| NONCAREER | 3 | 160.6 | 53.5 | 6.7 |
| MANAGERIAL | 1,264 | 85,677.1 | 67.8 | 8.5 |
| CONFIDENTIAL | 1,960 | 157,289.0 | 80.2 | 10.0 |
| STATEWIDE | 51,605 | 4,492,815.9 | 87.1 | 10.9 |

Note: Sick leave usage calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

MAIN MIDB CIVIL SERVICE WORKFORCE 29
 REPORT SEQUENCE: DEPT_DESC
 TABLES USED: HRM_EMPLOYEES, PROFILE_HRS_PAY_PERIOD

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY UNION

Fiscal Year 2002-03

| BARGAINING UNIT NAME | A N N U A L L E A V E | | | | D E F E R R E D H O U R S | | | |
|---------------------------|------------------------|------------------------------------|-------------------------------|------------------------------|---------------------------|------------------------------------|-------------------------------|------------------------------|
| | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE | NUMBER OF EMPLOYEES | FISCAL YEAR TOTAL HOURS USED | AVERAGE HOURS PER EMPLOYEE | AVERAGE DAYS PER EMPLOYEE |
| SAFETY & REGULATORY | 1,427 | 198,745.5 | 139.3 | 17.4 | 0 | 0.0 | 0.0 | 0.0 |
| LABOR AND TRADES | 2,638 | 401,340.8 | 152.1 | 19.0 | 0 | 0.0 | 0.0 | 0.0 |
| SECURITY | 9,869 | 1,463,459.0 | 148.3 | 18.5 | 21 | 446.1 | 21.2 | 2.7 |
| HUMAN SERVICES SUPPORT | 922 | 108,506.5 | 117.7 | 14.7 | 0 | 0.0 | 0.0 | 0.0 |
| SCIENTIFIC & ENGINEERING | 1,992 | 302,671.0 | 151.9 | 19.0 | 4 | 70.5 | 17.6 | 2.2 |
| TECHNICAL | 1,006 | 148,932.7 | 148.0 | 18.5 | 0 | 0.0 | 0.0 | 0.0 |
| STATE POLICE ENLISTED | 1,739 | 276,768.5 | 159.2 | 19.9 | 2 | 14.0 | 7.0 | 0.9 |
| INSTITUTIONAL | 2,815 | 388,153.5 | 137.9 | 17.2 | 12 | 145.7 | 12.1 | 1.5 |
| HUMAN SERVICES | 9,985 | 1,428,271.7 | 143.0 | 17.9 | 18 | 424.2 | 23.6 | 2.9 |
| ADMINISTRATIVE SUPPORT | 7,595 | 1,159,359.2 | 152.6 | 19.1 | 18 | 860.8 | 47.8 | 6.0 |
| BUSINESS & ADMINISTRATION | 4,086 | 643,021.2 | 157.4 | 19.7 | 18 | 556.0 | 30.9 | 3.9 |
| PENDING UNIT ASSIGNMENT | 4 | 648.5 | 162.1 | 20.3 | 0 | 0.0 | 0.0 | 0.0 |
| SUPERVISORY | 7,146 | 1,223,432.7 | 171.2 | 21.4 | 29 | 652.2 | 22.5 | 2.8 |
| NONCAREER | 3 | 240.7 | 80.2 | 10.0 | 0 | 0.0 | 0.0 | 0.0 |
| MANAGERIAL | 1,586 | 269,470.2 | 169.9 | 21.2 | 4 | 112.0 | 28.0 | 3.5 |
| CONFIDENTIAL | 2,108 | 328,541.4 | 155.9 | 19.5 | 10 | 599.7 | 60.0 | 7.5 |
| STATEWIDE | 54,921 | 8,341,562.9 | 151.9 | 19.0 | 136 | 3,881.2 | 28.5 | 3.6 |

Note: Annual Leave Usage calculation does not include annual leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 32
 REPORT SEQUENCE: DEPT_DESC
 TABLES USED: HRM_EMPLOYEES, PROFILE_HRS_PAY_PERIOD

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2002-03**

| UNION CODE | BARGAINING UNIT | AVERAGE SICK LEAVE DAYS PER EMPLOYEE | AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE | TOTAL AVERAGE DAYS PER EMPLOYEE |
|-------------------|---------------------------|---|---|--|
| A02 | SAFETY & REGULATORY | 10.0 | 17.4 | 27.4 |
| A31 | LABOR AND TRADES | 11.6 | 19.0 | 30.6 |
| C12 | SECURITY | 12.4 | 18.5 | 30.9 |
| E42 | HUMAN SERVICES SUPPORT | 9.4 | 14.7 | 24.1 |
| H21 | SCIENTIFIC & ENGINEERING | 9.7 | 19.0 | 28.7 |
| L32 | TECHNICAL | 9.3 | 18.5 | 27.8 |
| T01 | STATE POLICE ENLISTED | 11.0 | 19.9 | 30.9 |
| U11 | INSTITUTIONAL | 11.4 | 17.2 | 28.6 |
| W22 | HUMAN SERVICES | 10.6 | 17.9 | 28.5 |
| W41 | ADMINISTRATIVE SUPPORT | 10.9 | 19.1 | 30.0 |
| Y23 | BUSINESS & ADMINISTRATION | 10.1 | 19.7 | 29.8 |
| Y50 | PENDING UNIT ASSIGNMENT | 7.0 | 20.3 | 27.3 |
| Y51 | SUPERVISORY | 10.7 | 21.4 | 32.1 |
| Y52 | NON-CAREER | 6.7 | 10.0 | 16.7 |
| Y98 | MANAGERIAL | 8.5 | 21.2 | 29.7 |
| Y99 | CONFIDENTIAL | 10.0 | 19.5 | 29.5 |
| | STATEWIDE AVERAGE | 10.9 | 19.0 | 29.9 |

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-27-03.

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)**

Fiscal Years 1998-99 through 2002-03

| UNION CODE | BARGAINING UNIT | 1998-99 | 1999-00 | 2000-01 | 2001-02 | 2002-03 |
|-----------------------|---------------------------|----------------|----------------|----------------|----------------|----------------|
| A02 | SAFETY & REGULATORY | 10.2 | 10.5 | 4.7 | 6.3 | 10.0 |
| A31 | LABOR AND TRADES | 10.2 | 10.3 | 8.9 | 8.4 | 11.6 |
| C12 | SECURITY | 11.1 | 11.3 | 10.0 | 11.2 | 12.4 |
| E42 | HUMAN SERVICES SUPPORT | 10.5 | 11.6 | 10.0 | 9.5 | 9.4 |
| H21 | SCIENTIFIC & ENGINEERING | 8.9 | 9.0 | 7.9 | 8.8 | 9.7 |
| L32 | TECHNICAL | 8.1 | 8.5 | 7.2 | 7.8 | 9.3 |
| T01 | STATE POLICE ENLISTED | 8.6 | 9.7 | 8.8 | 12.3 | 11.0 |
| U11 | INSTITUTIONAL | 11.2 | 11.0 | 10.9 | 10.8 | 11.4 |
| W22 | HUMAN SERVICES | 10.3 | 10.5 | 10.1 | 10.9 | 10.6 |
| W41 | ADMINISTRATIVE SUPPORT | 10.2 | 10.4 | 10.0 | 10.6 | 10.9 |
| Y23 | BUSINESS & ADMINISTRATION | 9.3 | 9.6 | 9.1 | 10.3 | 10.1 |
| Y50 | PENDING UNIT ASSIGNMENT | 8.8 | 5.6 | 4.2 | 4.8 | 7.0 |
| Y51 | SUPERVISORY | 10.4 | 10.6 | 9.6 | 11.5 | 10.7 |
| Y52 | NON-CAREER | 0.0 | 0.0 | 0.0 | 0.0 | 6.7 |
| Y98 | MANAGERIAL | 7.8 | 8.5 | 6.7 | 8.0 | 8.5 |
| Y99 | CONFIDENTIAL | 9.5 | 9.8 | 9.6 | 10.4 | 10.0 |
| | STATEWIDE AVERAGE | 10.2 | 10.4 | 9.3 | 10.3 | 10.9 |

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

EXCLUSIVELY REPRESENTED

| HRS DEPARTMENT | | NO. OF EMPLOYEES | SAFETY & REGULATION | LABOR AND TRADES | SECURITY | HUMAN SERVICES SUPPORT | SCIENTIFIC & ENGINEERING | TECHNICAL | STATE POLICE ENLISTED | INSTITUTIONAL | HUMAN SERVICES | ADMINISTRATIVE SUPPORT | TOTAL EXCLUSIVELY REPRESENTED |
|------------------------------|----|---------------------|------------------------|---------------------|--------------|------------------------------|-----------------------------|--------------|--------------------------|---------------|-------------------|---------------------------|-------------------------------------|
| AGRICULTURE | 79 | 693 | 50 | 83 | 0 | 0 | 249 | 22 | 0 | 0 | 0 | 102 | 506 |
| ATTORNEY GENERAL | 11 | 473 | 21 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 97 | 121 |
| AUDITOR GENERAL | 03 | 151 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 5 |
| CAREER DEVELOPMENT | 80 | 901 | 5 | 11 | 0 | 144 | 0 | 2 | 0 | 14 | 318 | 122 | 616 |
| CIVIL RIGHTS | 15 | 129 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 59 | 17 | 76 |
| CIVIL SERVICE | 19 | 183 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| COMMUNITY HEALTH | 39 | 4,444 | 38 | 138 | 477 | 1 | 108 | 53 | 0 | 1,252 | 585 | 482 | 3,134 |
| CONSUMER & INDUSTRY SERVICES | 63 | 3,234 | 267 | 37 | 0 | 631 | 113 | 5 | 0 | 0 | 230 | 644 | 1,927 |
| CORRECTIONS | 47 | 17,051 | 8 | 847 | 9,139 | 0 | 10 | 83 | 0 | 514 | 2,121 | 1,243 | 13,965 |
| EDUCATION | 31 | 303 | 2 | 7 | 0 | 2 | 0 | 0 | 0 | 22 | 89 | 73 | 195 |
| ENVIRONMENTAL QUALITY | 76 | 1,401 | 37 | 2 | 0 | 0 | 765 | 49 | 0 | 0 | 1 | 211 | 1,065 |
| EXECUTIVE OFFICE | 01 | 56 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| FAMILY INDEPENDENCE AGENCY | 43 | 10,257 | 200 | 70 | 0 | 74 | 4 | 4 | 0 | 366 | 6,045 | 1,374 | 8,137 |
| HISTORY ARTS AND LIBRARIES | 25 | 290 | 28 | 41 | 0 | 0 | 6 | 3 | 0 | 0 | 48 | 48 | 174 |
| INFORMATION TECHNOLOGY | 08 | 1,725 | 0 | 31 | 0 | 0 | 6 | 60 | 0 | 0 | 1 | 328 | 426 |
| MANAGEMENT & BUDGET | 07 | 1,289 | 6 | 325 | 0 | 0 | 31 | 13 | 0 | 0 | 2 | 222 | 599 |
| MILITARY AFFAIRS | 51 | 952 | 31 | 162 | 0 | 0 | 21 | 10 | 0 | 467 | 25 | 55 | 771 |
| NATURAL RESOURCES | 75 | 2,592 | 908 | 524 | 0 | 0 | 202 | 223 | 0 | 8 | 41 | 224 | 2,130 |
| STATE | 23 | 1,851 | 28 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,247 | 1,297 |
| STATE POLICE | 55 | 2,689 | 158 | 27 | 0 | 0 | 73 | 25 | 1,612 | 6 | 0 | 308 | 2,209 |
| TRANSPORTATION | 59 | 2,898 | 56 | 761 | 0 | 0 | 464 | 572 | 0 | 0 | 2 | 244 | 2,099 |
| TREASURY | 27 | 1,476 | 11 | 23 | 0 | 0 | 1 | 2 | 0 | 0 | 6 | 522 | 565 |
| GRAND TOTAL: | | 55,038 | 1,854 | 3,116 | 9,616 | 852 | 2,053 | 1,126 | 1,612 | 2,649 | 9,574 | 7,566 | 40,018 |

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 21, ENDING SEP 27, 2003

NON-EXCLUSIVELY REPRESENTED

| HRS DEPARTMENT | | NO OF EMPLOYEES | BUSINESS AND ADMINISTRATIVE | CONFIDENTIAL | MANAGERIAL | NON-CAREER | PENDING UNIT ASSIGNMENT | SUPERVISORY | TOTAL HERE'S |
|------------------------------|----|--------------------|--------------------------------|--------------|--------------|------------|----------------------------|--------------|-----------------|
| AGRICULTURE | 79 | 693 | 37 | 19 | 24 | 34 | 0 | 73 | 187 |
| ATTORNEY GENERAL | 11 | 473 | 23 | 49 | 272 | 0 | 0 | 8 | 352 |
| AUDITOR GENERAL | 03 | 151 | 5 | 67 | 26 | 6 | 0 | 42 | 146 |
| CAREER DEVELOPMENT | 80 | 901 | 115 | 29 | 39 | 13 | 0 | 89 | 285 |
| CIVIL RIGHTS | 15 | 129 | 3 | 25 | 9 | 1 | 0 | 15 | 53 |
| CIVIL SERVICE | 19 | 183 | 3 | 147 | 15 | 6 | 0 | 12 | 183 |
| COMMUNITY HEALTH | 39 | 4,444 | 341 | 136 | 151 | 67 | 6 | 609 | 1,310 |
| CONSUMER & INDUSTRY SERVICES | 63 | 3,234 | 605 | 166 | 147 | 94 | 0 | 295 | 1,307 |
| CORRECTIONS | 47 | 17,051 | 179 | 307 | 157 | 34 | 0 | 2,409 | 3,086 |
| EDUCATION | 31 | 303 | 44 | 30 | 14 | 2 | 0 | 18 | 108 |
| ENVIRONMENTAL QUALITY | 76 | 1,401 | 55 | 41 | 20 | 45 | 0 | 175 | 336 |
| EXECUTIVE OFFICE | 01 | 56 | 0 | 54 | 1 | 0 | 0 | 0 | 55 |
| FAMILY INDEPENDENCE AGENCY | 43 | 10,257 | 413 | 370 | 171 | 7 | 0 | 1,159 | 2,120 |
| HISTORY ARTS AND LIBRARIES | 25 | 290 | 23 | 12 | 20 | 38 | 0 | 23 | 116 |
| INFORMATION TECHNOLOGY | 08 | 1,725 | 875 | 63 | 66 | 71 | 0 | 224 | 1,299 |
| MANAGEMENT & BUDGET | 07 | 1,289 | 274 | 151 | 91 | 39 | 0 | 135 | 690 |
| MILITARY AFFAIRS | 51 | 952 | 17 | 29 | 13 | 1 | 0 | 121 | 181 |
| NATURAL RESOURCES | 75 | 2,592 | 83 | 48 | 55 | 6 | 0 | 270 | 462 |
| STATE | 23 | 1,851 | 130 | 74 | 43 | 8 | 0 | 299 | 554 |
| STATE POLICE | 55 | 2,689 | 106 | 48 | 38 | 9 | 0 | 279 | 480 |
| TRANSPORTATION | 59 | 2,898 | 185 | 131 | 77 | 46 | 5 | 355 | 799 |
| TREASURY | 27 | 1,476 | 536 | 70 | 101 | 20 | 0 | 184 | 911 |
| GRAND TOTAL: | | 55,038 | 4,052 | 2,066 | 1,550 | 547 | 11 | 6,794 | 15,020 |

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 27, 2003

| Department | Total Employees | Assoc. Of State Executives | Michigan Assoc Of Gov't Employees | Police Officer Assoc. of Michigan | Michigan Inst. Supv. Union | Michigan Nurses Assoc. | Michigan State Employees Assoc. | Michigan State Police Command Officers Assoc. | UAW | Michigan State Employees Assoc. | Total |
|------------------------------|-----------------|----------------------------|-----------------------------------|-----------------------------------|----------------------------|------------------------|---------------------------------|---|-----------|---------------------------------|--------------|
| AGRICULTURE | 187 | 1 | 7 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 10 |
| ATTORNEY GENERAL | 352 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| AUDITOR GENERAL | 146 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| CAREER DEVELOPMENT | 285 | 6 | 9 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 20 |
| CIVIL RIGHTS | 53 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| CIVIL SERVICE | 183 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| COMMUNITY HEALTH | 1,315 | 0 | 179 | 0 | 17 | 17 | 0 | 0 | 4 | 0 | 217 |
| CONSUMER & INDUSTRY SERVICES | 1,307 | 34 | 34 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 72 |
| CORRECTIONS | 3,094 | 5 | 316 | 0 | 470 | 1 | 2 | 0 | 17 | 1 | 812 |
| EDUCATION | 108 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 3 |
| ENVIRONMENTAL QUALITY | 336 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 11 |
| EXECUTIVE OFFICE | 55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| FAMILY INDEPENDENCE AGENCY | 2,120 | 5 | 293 | 0 | 38 | 0 | 0 | 0 | 21 | 0 | 357 |
| HISTORY ARTS AND LIBRARIES | 116 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 |
| INFORMATION TECHNOLOGY | 1,299 | 1 | 14 | 0 | 1 | 0 | 0 | 0 | 3 | 1 | 20 |
| MANAGEMENT & BUDGET | 690 | 3 | 7 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 14 |
| MILITARY AFFAIRS | 182 | 1 | 13 | 0 | 39 | 0 | 0 | 0 | 0 | 0 | 53 |
| NATURAL RESOURCES | 462 | 1 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 41 |
| STATE | 555 | 0 | 38 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 49 |
| STATE POLICE | 480 | 0 | 20 | 0 | 1 | 0 | 0 | 163 | 0 | 0 | 184 |
| TRANSPORTATION | 799 | 7 | 25 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 35 |
| TREASURY | 912 | 2 | 25 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 32 |
| STATEWIDE TOTALS: | 15,036 | 68 | 1,033 | 0 | 591 | 18 | 5 | 163 | 59 | 3 | 1,940 |

Note: This report reflects classified non-exclusively represented employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent Intermittent (Classified)
- AD**: Limited Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Non Career/Per Diem
- AR**: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Handicapper - Any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit

Code **Unit**

- 01** **State Police Enlisted Unit**
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02** **Safety and Regulatory Unit**
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

- 11 **Institutional Unit**
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12 **Security Unit**
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21 **Scientific and Engineering Unit**
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
- 22 **Human Services Unit**
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23 **Business and Administrative Unit**
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31 **Labor and Trades Unit**
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32 **Technical Unit**
Employees in this unit provide support services in the area of science and engineering.
- 41 **Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 **Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 **Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.
- 51 **Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.
- 52 **Non-Career**
Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.